

# Cooley

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STAMP & RETURN

By Hand Delivery

March 28, 2017

EEO Staff  
Policy Division  
Media Bureau  
Federal Communications Commission  
445 12th Street, S.W.  
Washington, DC 20554

RECEIVED - FCC

MAR 28 2017

Federal Communications Commission  
Bureau / Office

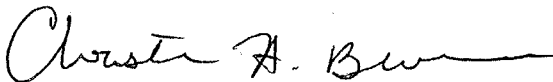
Re: Cox Radio, Inc.  
WHIO(AM), Dayton, Ohio (Facility ID. No. 14244)  
Response to FCC Audit of EEO Program

Ladies and Gentlemen:

On behalf of Cox Radio, Inc. ("Cox") and in response to the Commission's letter to Cox dated February 8, 2017 regarding EEO program audits, enclosed herein please find the response for WHIO(AM), Dayton, Ohio (Facility ID. No. 14244).

Should you have any questions regarding this response, please contact the undersigned counsel.

Sincerely yours,



Christina H. Burrow

Enclosures

EEO Staff  
Policy Division  
Media Bureau  
Federal Communications Commission  
445 12th Street, S.W.  
Washington, DC 20554

Re: **Cox Radio, Inc.**  
WHIO(AM), Dayton, Ohio (Facility ID. No. 14244)  
Response to FCC Audit of EEO Program

Ladies and Gentlemen:

This letter is written on behalf of Cox Radio, Inc. ("Cox"), licensee of WHIO(AM), Dayton, Ohio (Facility ID. No. 14244) (the "Station") with reference to the Commission's letter dated February 8, 2017. In that letter, the Commission notified WHIO(AM) that the Station "has been randomly selected for an audit of its EEO program."

The Commission's letter requests certain information from WHIO(AM) regarding the Station's compliance with the FCC's EEO rules. That information is attached hereto. I am familiar with the Station and have reviewed the attached information and hereby confirm that the attached information fully and accurately supplies the audit data requested in the February 8, 2017 letter.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on March 25, 2017.



Robert J. Rohr  
Market Vice President and General Manager  
Cox Media Group Ohio

## AUDIT DATA RESPONSE

## ATTACHMENT A

*(a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided.*

WHIO(AM) is part of an employment unit ("Unit") that is comprised of four radio stations and one full power television station, which are commonly owned and controlled and which, together, form one Unit for FCC EEO purposes. The Unit includes the following stations:

<b>Call Sign</b>	<b>City, State</b>	<b>Facility ID No.</b>	<b>Website Address</b>
WHIO(AM)	Dayton, OH	14244	www.whio.com
WHIO-FM	Pleasant Hill, OH	73908	www.whio.com
WHIO-TV	Dayton, OH	41458	www.whio.com
WHKO(FM)	Dayton, OH	14245	www.k99online.com
WZLR(FM)	Xenia, OH	15649	www.eagledayton.com

A copy of the most current EEO Report for the Unit is available on each station's website, as shown above.

Attached are the two most recent EEO public file reports for this Unit. These reports cover the periods of June 1, 2014-May 31, 2015 and June 1, 2015-May 31, 2016.

For the date each position was filled, please see the attached EEO Public File Reports.

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLW, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Report amended March 8, 2017

Full-Time Position(s)	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
1	140622	Digital Sales Specialist	2/11/2014	10/28/2014	Beyond.com CMG Website Dayton Daily News DiversityWorkers.com Glassdoor.com Indeed.com Journal News LinkedIn Monster.com Oxford Press Referral SimplyHired.com Sinclair Job Fair EEO Recruitment Source List Twitter Wright State University	7 1 2 1 1	1
2	140826	Digital Media Consultant	2/11/2014	12/9/2014	CMG Website Indeed.com LinkedIn EEO Recruitment Source List Referral	3 3 1 1	1
3	140905	Asst. Chief Engineer	4/5/2014	7/30/2014	Access.com CMG Website Indeed.com EEO Recruitment Source List LinkedIn Referral	2 2 2 1	1

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Report amended March 8, 2017

Full-Time Position(s)	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
4	143236	Account Executive	5/27/2014	10/6/2014	AutoTrader.com	1	
					CareerBliss.com	1	
					CareerBuilder.com	1	
					CMG Website	4	
					Dayton Daily News		
					EEO Recruitment Source List		
					Facebook		
					Glassdoor.com	1	
					Indeed.com	3	1
					Journal News		
					LinkedIn		
					Monster.com		
					OhioMeansJobs.com		
					Oxford Press		
5	144239	Graphic Designer	5/28/2014	9/17/2014	Referral	2	
					Sinclair Job Fair		
					Wright State University		
					Beyond.com		
					CareerBuilder.com	4	
					CMG Website		
					EEO Recruitment Source List		
					Indeed.com	4	
					LinkedIn	2	
					Monster.com		
					OhioMeansJobs.com		
					Referral	3	1
					School of Advertising Art	1	
					SimplyHired.com		
					ZipRecruiter.com	1	

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
 EEO Public File Report  
 June 1, 2014 - May 31, 2015  
 Report amended March 8, 2017

Full-Time Position(s)	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
6	144591	Traffic Assistant CMGO	6/26/2014	11/18/2014	CareerBuilder.com CMG Website Communications.com Dayton Daily News EEO Recruitment Source List Indeed.com Monster.com Ohio Unemployment OhioMeansJobs.com Referral SimplyHired.com Television Commercial University of Dayton	2  2  3 1 1 1 1 1 1	1
7	146232	HR Manager- University and Employee Relations	7/28/2014	1/22/2015	Beyond.com CareerBuilder.com CMG Website Dayton Daily News DiversityWorkers.com EEO Recruitment Source List. Glassdoor.com Indeed.com Journal News LinkedIn Monster.com OhioMeansJobs.com Other - Networking Other - Networking Referral SimplyHired.com	2      6  1	1      3



# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Report amended March 8, 2017

Full-Time Position(s)	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
8	148516	Multi Media Reporter/First Responder (Videographer)	9/5/2014	12/9/2014	CMG Website EEO Recruitment Source List Indeed.com LinkedIn State of Mississippi Ohio State University OhioMeansJobs.com Other Social Networking Site Referral	3 1	
9	144846	Reporter I CMGO	9/5/2014	3/19/2015	CareerBuilder.com EEO Recruitment Source List Indeed.com LinkedIn OhioMeansJobs.com Other Social Networking Site Referral SimplyHired.com TVJobs.com	1	1
10	149396	All Media Journalist I	9/22/2014	11/5/2014	Beyond.com CMG Website Dayton Daily News Glassdoor.com EEO Recruitment Source List Indeed.com Journal News NACElink Referral SimplyHired.com Social Networking Site State of Arizona Website State of Ohio Website State of Washington Website	7 1 1 1 1	1

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Report amended March 8, 2017

Full-Time Position(s)	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
11	149242	Videographer/Editor CMGO II	9/26/2014	11/11/2014	CMG Website Dayton Daily News Indeed.com LinkedIn OhioMeansJobs.com EEO Recruitment Source List Referral SimplyHired.com	3 5	1
12	1410184	Marketing Concert & Promotion Specialist	10/8/2014	12/22/2014	CMG Website Dayton Daily News Indeed.com Journal News LinkedIn EEO Recruitment Source List Referral Springfield News Sun	2 2	1
13	1410185	Marketing Coordinator	10/8/2014	12/15/2014	Beyond.com CareerBuilder.com Dayton Daily News Glassdoor.com Indeed.com Journal News LinkedIn Monster.com EEO Recruitment Source List Referral Social Networking Site Springfield News State of Ohio Website Wittenberg University ZipRecruiter.com	1	1

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLr, WHIO-TV) Dayton, Ohio  
 EEO Public File Report  
 June 1, 2014 - May 31, 2015  
 Report amended March 8, 2017

Full-Time Position(s)	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
14	1410189	Marketing Events Specialist	10/8/2014	2/27/2015	Beyond.com CareerBuilder.com CMG Website Indeed.com Dayton Daily News Journal News LinkedIn OhioMeansJobs.com RecruitMilitary.com EEO Recruitment Source List Referral Springfield News Sun	1 1	1
15	1410413	Videographer/Editor CMGO II	10/21/2014	12/12/2014	CareerBuilder.com CMG Website Cox Recruiter Dayton Daily News Indeed.com Journal News Oxford Press EEO Recruitment Source List Referral SimplyHired.com	1	1
16	1410856	Digital Audience Specialist II	10/28/2014	1/6/2015	Beyond.com CMG Website Dayton Daily News Indeed.com LinkedIn EEO Recruitment Source List Referral Social Networking Site	1 4	1

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Report amended March 8, 2017

Full-Time Position(s)	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
17	1411292	Digital Audience Specialist	11/3/2014	1/6/2015	Beyond.com CMG Website Dayton Daily News Indeed.com LinkedIn EEO Recruitment Source List Referral State of Ohio Website	1 3 2  1 1	1
18	1412221	Manager News Operations	11/12/2014	12/30/2014	EEO Recruitment Source List LinkedIn Referral	1	1
19	1413132	Digital Sales Specialist	12/1/2014	3/23/2015	CMG Website EEO Recruitment Source List Indeed.com LinkedIn Referral	2 2 1	1
20	1413136	Sales Coordinator I	12/1/2014	3/9/2015	CareerBuilder.com CMG Website EEO Recruitment Source List Indeed.com LinkedIn Referral SimplyHired.com	1 2 2	1
21	1413134	Sales Associate	12/5/2014	3/9/2015	CMG Website EEO Recruitment Source List Indeed.com LinkedIn Referral SimplyHired.com	2 3	1 2

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Report amended March 8, 2017

Full-Time Position(s)	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
22	1413869	Digital Marketing Coordinator	12/15/2014	2/18/2015	Career Fair CMG Website Dayton Daily News EEO Recruitment Source List Indeed.com LinkedIn OhioMeansJobs.com Referral	1   2  1	1
23	151186	Digital Product Manager	1/27/2015	4/6/2015	CMG Website EEO Recruitment Source List Indeed.com LinkedIn Monster.com Professional Association Referral SimplyHired.com	2    3	1
24	152183	Videographer/Editor CMGO II	2/10/2015	3/16/2015	Beyond.com CareerBuilder.com CMG Website Indeed.com Monster.com EEO Recruitment Source List Referral	1	1
25	156469	Account Executive	4/28/2015	5/26/2015	CMG Website Dayton Daily News EEO Recruitment Source List Indeed.com Journal News Oxford Press Referral Springfield News Sun	3 2 3  1	1

# OTHER RECRUITMENT SOURCES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
 EEO Public File Report  
 June 1, 2014 - May 31, 2015

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Company: Beyond.com Address:	Name: <a href="http://www.beyond.com">www.beyond.com</a> Phone:	1	No
2	Company: Capital University Address: 333 W. First Street, Suite 130, Dayton, OH 45402	Name: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
3	Company: Career Bliss Address:	Name: <a href="http://www.careerbliss.com/jobs">www.careerbliss.com/jobs</a> Phone:	1	No
4	Company: CMG Website Address: 6205 Peachtree Dunwoody Rd, Atlanta, GA 30328	Name: <a href="http://www.coxmediagroup.com">www.coxmediagroup.com</a> Phone:	51	No
5	Company: Dayton Daily News Address: 1611 South Main Street, Dayton, OH 45409	Name: (937) 225-2050 Phone:	5	No
6	Company: DiversityWorkers.com Address:	Name: <a href="http://www.DiversityWorkers.com">www.DiversityWorkers.com</a> Phone:	1	No
7	Company: Frank Magid - TV Only Address:	Name: Phone:	0	No
8	Company: Indeed.com Address:	Name: <a href="http://www.indeed.com">www.indeed.com</a> Phone:	47	No
9	Company: Journal-News Address: 6752 Cincinnati-Dayton Rd, Suite 205, Liberty Township, OH 45044	Name: Phone: (513) 829-7900	0	No
10	Company: LinkedIn Address:	Name: <a href="http://www.linkedin.com">www.linkedin.com</a> Phone:	6	No
11	Company: Ohio Dominican University Address: 1216 Sunbury Rd., Columbus, OH 43219	Name: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
12	Company: Ohio Wesleyan University Address: 61 S. Sandusky Street, Delaware, OH 43015	Name: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
13	Company: Otterbein College Address: One Otterbein College, Westerville, OH 43081	Name: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
14	Company: Oxford Press Address: 6752 Cincinnati-Dayton Rd, Suite 205, Liberty Township, OH 45044	Name: (513) 829-7900 Phone:	0	No
15	Company: SimplyHired.com Address:	Name: <a href="http://www.simplyhired.com">www.simplyhired.com</a> Phone:	4	No
16	Company: Talent Dynamics Address: 600 Las Colinas Blvd., Irving, TX 75039	Name: Phone:	0	No

## OTHER RECRUITMENT SOURCES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
17	Company: Temporary Agency Address:	Name: Manpower - Kathy Trautman Phone:	0	No
18	Company: TV Jobs - TV Only Address:	Name: <a href="http://www.tvjobs.com">www.tvjobs.com</a> Phone:	0	No
19	Company: Springfield News Sun Address: 1 S. Limestone St., Suite 1010, Springfield, OH 45409	Name: Phone: (937) 328-0300	0	No
20	Company: Urbana University Address: 579 College Way, Urbana, OH 43028	Name: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
21	Company: WHIO - Website Address: 1611 South Main Street, Dayton, OH 45409	Name: <a href="http://www.whio.com">www.whio.com</a> Phone:	0	No
22	Company: Wittenburg University Address: PO Box 720, Springfield, OH 45501	Name: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
23	Company: Word of Mouth (Referral) Address:	Name: Phone:	28	No

# EEO RECRUITMENT SOURCE LIST

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Amended March 8, 2017

#	Recruiting Source	Contact Information	Notification	Total Interviewed	Entitled to Notification
1	Cedarville University 251 N Main Street Cedarville, OH 45314	Lew Gibbs Career Services Director	<a href="mailto:career@cedarville.edu">career@cedarville.edu</a>	0	No
2	Central State University 840 Germantown Street Dayton, OH 45402	Les Devond Placement Director	<a href="mailto:ldevond@centralstate.edu">ldevond@centralstate.edu</a>	0	No
3	Day-Vest 1133 S Edwin C Moses Blvd Dayton, OH 45417	David Harlow Executive Director	<a href="mailto:Day-VEST@lycos.com">Day-VEST@lycos.com</a>	0	No
4	DeVry Institute of Tech 1350 Alum Creek Drive Columbus, Oh 43209	Beth Robinson Career Services Department	<a href="mailto:mrobinson6@devry.edu">mrobinson6@devry.edu</a>	0	No
5	Howard University 2400 Sixth St NW Washington, D.C. 20059	Career Planning Department Dr. Joan Browne Director	<a href="mailto:huocrecruit@gmail.com">huocrecruit@gmail.com</a>	0	No
6	International College of Broadcasting 6 S Smithville Rd Dayton, OH 45431	Kenny Pyles Career Services	<a href="mailto:swackkid@yahoo.com">swackkid@yahoo.com</a>	0	No
7	Jewish Vocational Services 4021 Harrison Avenue Cincinnati, OH 45211	Kim Slaton Placement Director	<a href="mailto:kslaton@jvscinti.org">kslaton@jvscinti.org</a>	0	No
8	Kent State University 104 E Kent, OH 44242	Robin Platt Career Services	<a href="mailto:gsciobs@kent.edu">gsciobs@kent.edu</a>	0	No
9	Miami Jacobs Career College 110 N Patterson Blvd Dayton, OH 45402	Joanie Krein Career Services	<a href="mailto:joanie.krein@miamijacobs.edu">joanie.krein@miamijacobs.edu</a>	0	No
10	National College of Business & Tech 1837 Woodman Center Dr Dayton, OH 45420	Rolnecia Albert Career Services	<a href="mailto:rcalbert@an.edu">rcalbert@an.edu</a>	0	No



# EEO RECRUITMENT SOURCE LIST

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Amended March 8, 2017

#	Recruiting Source	Contact Information	Notification	Total Interviewed	Entitled to Notification
11	Ohio Center for Broadcasting 6703 Madison Rd. Cincinnati, OH 45227	Gary James Placement Director	dclark@beonair.com	0	No
12	OhioMeansJobs   Montgomery County 1111 S Edwin C Moses Blvd Dayton, OH 45409	Aminah Costner Recruiter	Aminah.Costner@ifs.ohio.gov	2	No
13	The Ohio Foundation of Independent Colleges 250 East Broad Street, Suite 1700 Columbus, OH 43215	Tommie Lewis Board Member	tommielewis@mipcllc.com	0	No
14	Wilberforce University 1055 N Bickett Rd. Xenia, OH 45384	Hila Williams Director of Professional Services	hwilliams@wilberforce.edu	0	No
15	Wittenburg University 200 W. Ward Street Springfield, OH 45505	Teresa Cantrell Career Services	careers@wittenburg.edu	0	No
16	Wright State University 3460 Colonel Glenn Highway Dayton, OH 45435	Cheryl Krueger Career Services Director	cheryl.krueger@wright.edu	0	No
17	University of Dayton 300 College Park Dayton, OH 45469	Theresa Withrow Irene Dickey	twithrow1@udayton.edu ldickey1@udayton.edu	1	No
18	Clark State Community College 101 S. Limestone Street Springfield, OH 45502	Dana Kapp, Placement Director	www.clark.cc.oh.us	0	No
19	Collegiate Broadcasters, UPS Hershey Square Center, 1152 Mae Street Hummelstown, PA 17036	Attn: Career Office		0	No
20	Dayton NAACP 1528 W. Third Street Dayton, OH 45407	Dr. Robert Baines, Jr., Placement Director	www.naacpdayton.org	0	No
21	Edison State Community College 1973 Edison Drive Piqua, OH 45356	Julie Slattery, Career Services Dept.	www.edison.cc.oh.us	0	No
22	Goodwill-Easter Seals Miami Valley 1511 Kuntz Road Dayton, OH 45404	Emi Tiley Page 12		0	No

# EEO RECRUITMENT SOURCE LIST

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Amended March 8, 2017

#	Recruiting Source	Contact Information	Notification	Total Interviewed	Entitled to Notification
23	Capital University 333 W. First Street, Suite 130 Dayton, OH 45402	Eric Anderson	<a href="http://www.capital.edu">www.capital.edu</a>	0	No
24	Fortis & Rets 555 Alex Bell Road Centerville, OH 45459			0	No
25	Indiana Wesleyan University 2912 Springboro Road W. Dayton, OH 45439			0	No
26	Job Center 1111 S. Edwin C. Moses Blvd. Dayton, OH 45422		<a href="http://www.thejobcenter.org">www.thejobcenter.org</a>	0	No
27	Leadership Institute 1101 N. Highland Street Steven P.J. Wood Bldg. Arlington, VA 22201		<a href="http://www.leadershipinstitute.org">www.leadershipinstitute.org</a>	0	No
28	ITT 3325 Stop Eight Road Dayton, OH 45414	Melinda Jeffery		0	No
29	Miami-Jacobs Career College-Columbus 150 Gay Street Columbus, OH 43215	Jennifer Ellis		0	No
30	Miami University 241 Hoyt Hall Oxford, OH 45056	Margie Perkins, Career Services	<a href="http://www.muohio.edu">www.muohio.edu</a>	0	No
31	NAB Career Center 1771 N Street NW Washington, DC 20036			0	No
32	Ohio University 1 Park Place Athens, OH 45701	Holly Jacobs		0	No
33	Sinclair College 444. W. Third Street Dayton, OH 45402	Career Services	<a href="http://www.sinclair.edu">www.sinclair.edu</a>	0	No

## LONG-TERM RECRUITMENT INITIATIVES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
 EEO Public File Report  
 June 1, 2014 - May 31, 2015

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	June 2, 2014	Job Shadow	Job Shadow	A student came to job shadow Nancy Wilson and received a behind the scenes tour.	Nancy Wilson
2	June 3, 2014	Jacob Coy Elementary School Career Day	6th Grade Career Day	John Bedell spoke to 6th graders about career opportunities with Cox Media Group Ohio.	John Bedell
3	4/2014-11/2014	Career Development Program	Program that identifies emerging leaders to further guide success in their current role and prepare them for future promotional opportunities.	Completed a series of classes and other development opportunities through places like the University of Dayton Center for Leadership.	16 CMGO Employees 9 CMG Managers
4	July 15, 2014	Leadership Troy	Media Workshop	Steve Baker hosted a media workshop for this organization.	Steve Baker
5	August 14, 2014	Public Relations Society of America of Dayton	Media Day	Layron Livingston was a panelist answering questions about the Media industry.	Layron Livingston
6	September 24, 2014	Women in Business Networking	Professional Development Conference	Letitia Perry emceed this event.	Letitia Perry
7	October 21, 2014	Dayton Early College Academy Career Day Tour	Tour of the Media Center for 14 students and 2 adult teachers.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
8	October 30, 2014	Lee's Famous Recipe Tour	Tour of the Media Center for 18 employees.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
9	November 5, 2014	University of Dayton's Phi Beta Chi Organization	Tour of Media Center for 24 students.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	WHIO-TV Reporter, John Bedell

## LONG-TERM RECRUITMENT INITIATIVES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
10	November 14, 2014	Montgomery County Board of Disabilities Tour	Tour of Media Center for 14 representatives.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
11	November 18, 2014	Northmont High School Career Day	Tour of the Media Center for 11 journalism students and 1 teacher.	Toured the Media Center and sat in on the morning news meeting between the TV, radio, and newspaper staff; toured offices, met with web department, and watched the live 12 o'clock newscast with WHIO-TV anchor John Paul.	Anthony Shoemaker
12	November 19, 2014	The Chamber of Commerce (Middletown, Monroe, and Trenton)	Tour of Media Center	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
13	November 22, 2014	Cub Scout Tour	Tour of the Media Center for 13 children and 12 adults.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
14	November 22, 2014	Red Hatters Tour	Tour of the Media Center for 12 adults.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
15	November 22, 2014	Cub Scout Tour	Tour of Media Center for 9 students and 18 adults.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
16	December 2, 2014	Broadcast Classes	Guest Speaker at Ponitz High School	Letitia Perry spoke to the Ponitz High School broadcast class about the media industry and her experience.	Letitia Perry

## LONG-TERM RECRUITMENT INITIATIVES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
 EEO Public File Report  
 June 1, 2014 - May 31, 2015

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
17	December 12, 2014	Media Panel Discussion	Wright State University	John Paul was a panelist answering questions about the Media industry.	John Paul
18	January 13, 2015	Lifelong Learning Institute Engagement	University of Dayton Class	Larry Hansgen spoke to attendees.	Larry Hansgen
19	January 15, 2015	Leadership Sydney	Media Day	Steve Baker spoke about the Media industry.	Steve Baker
20	March 20, 2015	Wright Patterson Air Force Base	Meteorology Mania	Rich Wirdzek gave a presentation on meteorology.	Rich Wirdzek
21	March 21, 2015	Cub Scouts	Tour for 24	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	C/MGO Ambassador
22	March 23, 2015	Dayton City Commissioner Candidate Tour	Tour of Media Center for Scott Silver	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Anthony Shoemaker
23	March 25, 2015	Cub Scout Tour	Tour of the Media Center for approximately 20 students/parents.	Provided a tour of the station, newsroom, studios, and engineering facilities;	Anthony Shoemaker
24	March 31, 2015	Wright State University Communication Class Tour	Tour of the Media Center for around 15 students/staff.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Anthony Shoemaker

## LONG-TERM RECRUITMENT INITIATIVES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
 EEO Public File Report  
 June 1, 2014 - May 31, 2015

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
25	March 31, 2015	Wright State University Career Fair	Designed to give Wright State University alumni and students across all majors an opportunity to speak to representatives regarding summer internships & jobs.	Met with alumni and current students of Wright State University to discuss current and future job opportunities, in addition to the mission and culture of Cox Media Group Ohio.	HR Manager, Michael Webb Content Team Lead, Ken Paxson
26	March 31, 2015	Montgomery County Children Services	Career Day	Letitia Perry was the keynote speaker for this event.	Letitia Perry
27	April 7, 2015	Cox Media Group Leadership Program	Accelerated leadership development program based on an employee's current contributions and potential.	Seven-month learning experience to include both individualized personal development and skill/knowledge building group activities.	Suzanne Klopfenstein
28	April 14, 2015	Job Shadow	Job Shadow	A student came to job shadow Chris Hartley and received a behind the scenes guide.	Chris Hartley
29	April 15, 2015	Job Shadow	Job Shadow	A student came to job shadow Chris Hartley and received a behind the scenes guide.	Chris Hartley
30	April 27, 2015	Central State University's Communication Week	Central State University's Workshop for Broadcast Students	Jeremy Ratliff spoke about the media industry at this event.	Jeremy Ratliff
31	April 28, 2015	Central State University's News, Writing, and Anchoring Event	Central State University's News, Writing, and Anchoring Event	Jason Michaels spoke at this event.	Jason Michaels
32	April 29, 2015	OhioMeansJobs   Montgomery County & WPAFB Spring Career Fair	Designed to give citizens and veterans an opportunity to speak to Cox representatives regarding summer internships & jobs.	Met with citizens and veterans of the Dayton region to discuss current and future job opportunities in addition to the mission and culture of Cox Media Group Ohio.	HR Manager, Michael Webb Content Team Lead, Ken Paxson
33	May 29, 2015	Dayton Early College Academy	Branding Conference	Layron Livingston, keynote speaker, discussing his career and Cox Media Group Ohio.	Layron Livingston

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
 EEO Public File Report Part 1  
 June 1, 2015 - May 31, 2016

Full-Time Position	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
1	152683	Weekend Meteorologist, WHIO-TV	2/19/2015	6/15/2015	Talent Dynamics CareerBuilder CMG Website FCC Recruitment Sources Indeed LinkedIn Referral SimplyHired TVJobs	1 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0
2	154777	All Media Journalist I-C56	3/3/2015	7/7/2015	CareerBuilder CMG Website Dayton Daily Newspaper FCC Recruitment Sources Glassdoor Indeed Job Board - DE - Maryland LinkedIn Professional Associations - Cox Recruiter Referral	0 1 0 0 0 2 1 0 2 0	0 1 0 0 0 0 0 0 0 0
3	157395	Sales Coordinator I	5/18/2015	7/7/2015	Referral CMG Website FCC Recruitment Sources Glassdoor Indeed	1 0 0 0 0	1 0 0 0 0
4	156294	All Media Journalist I	4/29/2015	7/13/2015	CMG Website Dayton Daily Newspaper FCC Recruitment Sources Glassdoor Indeed LinkedIn Professional Associations - Cox Recruiter Referral	2 0 1 0 1 0 0 2	0 0 0 0 0 0 0 1

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
EEO Public File Report Part 1  
June 1, 2015 - May 31, 2016

Full-Time Position	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
5	1413990	Higher Education All-Media Journalist	1/13/2015	7/21/2015	Indeed CareerBuilder CMG Website FCC Recruitment Sources Glassdoor LinkedIn Referral Professional Associations - Cox Recruiter	3 0 6 0 0 1 1 1	0 0 1 0 0 0 0 0
6	155940	Traffic Assistant	4/21/2015	8/4/2015	CareerBuilder CMG Website FCC Recruitment Sources Indeed LinkedIn Professional Associations - Cox Recruiter Referral	0 0 0 2 0 0 2	0 0 0 0 0 0 1
7	152323	Chief Meteorologist, WHIO-TV	2/13/2015	8/14/2015	CMG Website FCC Recruitment Sources Indeed Professional Associations - Cox Recruiter Referral SimplyHired	1 0 0 1 0 0	0 0 0 1 0 0
8	159398	All Media Journalist I	6/24/2015	10/1/2015	CMG Website CareerBuilder FCC Recruitment Sources Indeed Referral	1 0 0 2 1	0 0 0 0 1
9	1511104	Associate Editor Branded Cont	7/21/2015	11/5/2015	CMG Website FCC Recruitment Sources Indeed LinkedIn Referral	2 0 6 3 2	0 0 0 0 1



# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLW, WHIO-TV) Dayton, Ohio  
 EEO Public File Report Part 1  
 June 1, 2015 - May 31, 2016

Full-Time Position	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
10	1514730	General Assignment Reporter	10/7/2015	11/12/2015	Directly Sourced by Cox Recruiter CareerBuilder FCC Recruitment Sources Indeed CMG Website LinkedIn SimplyHired	1 0 0 0 0 0 0	1 0 0 0 0 0 0
11	1514362	Social/Mobile Product Manager	9/21/2015	11/24/2015	Indeed CareerBuilder CMG Website FCC Recruitment Sources LinkedIn Referral	2 0 0 0 1 0	1 0 0 0 0 0
12	1514172	Marketing Project Manager	10/2/2015	11/24/2015	Beyond CareerBuilder CMG Website FCC Recruitment Sources Glassdoor Indeed LinkedIn Referral	1 1 0 0 0 0 2 1 1	0 0 0 0 0 0 1 0 0
13	1515494	Marketing Coordinator	10/20/2015	12/1/2015	Indeed Beyond CareerBuilder CMG Website FCC Recruitment Sources Glassdoor LinkedIn Referral	1 0 0 0 0 0 0 2	1 0 0 0 0 0 0 0

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
 EEO Public File Report Part 1  
 June 1, 2015 - May 31, 2016

Full-Time Position	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
14	1513159	Videographer/Editor	9/24/2015	12/18/2015	Beyond CMG Website FCC Recruitment Sources Glassdoor Indeed Referral	0 0 0 0 1 1	0 0 0 0 0 1
15	1516060	Promotion Producers	10/20/2015	12/31/2015	CareerBuilder CMG Website FCC Recruitment Sources Glassdoor Indeed LinkedIn Referral	1 0 0 0 0 0 1	0 0 0 0 0 0 1
16	1518625	Sales Coordinator I	12/4/2015	1/8/2016	Indeed CMG Website FCC Recruitment Sources Referral	1 0 0 1	0 0 0 1
17	1515238	Sales Coordinator I	10/27/2015	1/19/2016	Indeed Beyond CareerBuilder CMG Website FCC Recruitment Sources LinkedIn Referral Temporary Agency	1 0 0 0 0 0 0 1	0 0 0 0 0 0 0 1
18	1517605	Digital Vendor Fulfillment Specialist	12/7/2015	2/10/2016	Referral CMG Website FCC Recruitment Sources Indeed	1 0 0 0	1 0 0 0

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLW, WHIO-TV) Dayton, Ohio  
 EEO Public File Report Part 1  
 June 1, 2015 - May 31, 2016

Full-Time Position	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
19	1519539	Digital Audience Specialist	12/29/2015	2/15/2016	CMG Website Beyond CareerBuilder FCC Recruitment Sources Indeed LinkedIn Referral	2 0 0 0 0 0 1	1 0 0 0 0 0 0
20	1517072	Account Executive	12/10/2015	3/3/2016	CareerBuilder CMG Website FCC Recruitment Sources Glassdoor Indeed LinkedIn Referral SimplyHired	0 0 0 0 0 0 1 0	0 0 0 0 0 0 1 0
21	1512835	Sales Coordinator	9/14/2015	3/15/2016	Referral Beyond CareerBuilder CMG Website Dayton Daily Newspaper FCC Recruitment Sources Indeed LinkedIn	1 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0
22	1517075	Account Executive	11/9/2015	3/18/2016	CMG Website Beyond CareerBuilder FCC Recruitment Sources Glassdoor Indeed LinkedIn Referral	1 0 0 0 0 0 0 1	1 0 0 0 0 0 0 0

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
 EEO Public File Report Part 1  
 June 1, 2015 - May 31, 2016

Full-Time Position	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
23	1518012	Security Officer	12/3/2015	3/18/2016	Beyond CMG Website FCC Recruitment Sources Indeed LinkedIn Monster Referral SimplyHired	2 5 0 6 2 1 2 2	0 0 0 0 0 0 1 0
24	160370	Reporter	1/19/2016	4/13/2016	CMG Website FCC Recruitment Sources	1 0	1 0
25	1516057	Producer/Editor/Videographer	10/25/2015	4/15/2016	CareerBuilder CMG Website FCC Recruitment Sources Indeed LinkedIn Referral	3 2 0 5 1 2	0 0 0 0 0 1
26	160373	All Media Journalist I	1/20/2016	4/15/2016	CMG Website FCC Recruitment Sources LinkedIn	3 0 2	1 0 0
27	1516367	Research Analyst II	10/27/2015	4/20/2016	Indeed CMG Website FCC Recruitment Sources LinkedIn	3 2 0 2	1 0 0 0
28	164681	All Media Journalist II	3/28/2016	5/31/2016	LinkedIn FCC Recruitment Sources CMG Website	1 0 0	1 0 0
						124	28

# OTHER RECRUITMENT SOURCES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report Part 1

June 1, 2015 - May 31, 2016

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Company: Beyond Address:	Website: <a href="http://www.beyond.com">www.beyond.com</a> Phone:	3	No
2	Company: Capital University Address: 333 W. First Street, Suite 130, Dayton, OH 45402	Website: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
3	Company: Career Bliss Address:	Website: <a href="http://www.careerbliss.com/jobs">www.careerbliss.com/jobs</a> Phone:	0	No
4	Company: CareerBuilder Address:	Website: <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Phone:	5	No
5	Company: CareerLink Address:	Website: <a href="http://www.careerlink.com">www.careerlink.com</a> Phone:	0	No
6	Company: CMG Website Address: 6205 Peachtree Dunwoody Rd, Atlanta, GA 30328	Website: <a href="http://jobs.coxmediagroup.com">jobs.coxmediagroup.com</a> Phone:	29	No
7	Company: Dayton Daily Newspaper Address: 1611 South Main Street, Dayton, OH 45409	Website: Phone: (937) 225-2050	0	No
8	Company: Dice Address:	Website: <a href="http://www.dice.com">www.dice.com</a> Phone:	0	No
9	Company: Directly Sourced by Cox Recruiter Address: 6205 Peachtree Dunwoody Rd, Atlanta, GA 30328	Phone: Website:	1	No
10	Company: DiversityInc Address:	Website: <a href="http://www.diversityinc.com">www.diversityinc.com</a> Phone:	0	No
11	Company: DiversityWorkers Address:	Website: <a href="http://www.DiversityWorkers.com">www.DiversityWorkers.com</a> Phone:	0	No
12	Company: Employee Referrals Address:	Website: Phone:	24	No
13	Company: Frank Magid - TV Only Address:	Website: Phone:	0	No
14	Company: Glassdoor Address:	Website: <a href="http://www.glassdoor.com">www.glassdoor.com</a> Phone:	0	No
15	Company: Indeed Address:	Website: <a href="http://www.indeed.com">www.indeed.com</a> Phone:	36	No
16	Company: Job Board - DE - Maryland Address:	Website: Phone:	1	No
17	Company: Journal-News Address: 6752 Cincinnati-Dayton Rd, Suite 205, Liberty Township, OH 45044	Website: Phone: (513) 829-7900	0	No
18	Company: LinkedIn Address:	Website: <a href="http://www.linkedin.com">www.linkedin.com</a> Phone:	15	No

# OTHER RECRUITMENT SOURCES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio  
 EEO Public File Report Part 1  
 June 1, 2015 - May 31, 2016

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
19	Company: Monster Address:	Website: <a href="http://www.monster.com">www.monster.com</a> Phone:	1	No
20	Company: Ohio Dominican University Address: 1216 Sunbury Rd., Columbus, OH 43219	Website: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
21	Company: Ohio Wesleyan University Address: 61 S. Sandusky Street, Delaware, OH 43015	Website: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
22	Company: Otterbein College Address: One Otterbein College, Westerville, OH 43081	Website: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
23	Company: Oxford Press Address: 6752 Cincinnati-Dayton Rd, Suite 205, Liberty Township, OH 45044	Website: Phone: (513) 829-7900	0	No
24	Company: Professional Associations - Cox Recruiter Address: 6205 Peachtree Dunwoody Rd, Atlanta, GA 30328	Website: Phone:	4	No
25	Company: Talent Dynamics Address: 600 Las Colinas Blvd., Irving, TX 75039	Website: Phone:	1	No
26	Company: Temporary Agency Address:	Website: Manpower - Kathy Trautman Phone:	1	No
27	Company: TV Jobs - TV Only Address:	Website: <a href="http://www.tvjobs.com">www.tvjobs.com</a> Phone:	0	No
28	Company: SimplyHired Address:	Website: <a href="http://www.simplyhired.com">www.simplyhired.com</a> Phone:	2	No
29	Company: Springfield News Sun Address: 1 S. Limestone St., Suite 1010, Springfield, OH 45409	Website: Phone: (937) 328-0300	0	No
30	Company: Urbana University Address: 579 College Way, Urbana, OH 43028	Website: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
31	Company: WHIO - Website Address: 1611 South Main Street, Dayton, OH 45409	Website: <a href="http://www.whio.com">www.whio.com</a> Phone:	0	No
32	Company: Wittenburg University Address: PO Box 720, Springfield, OH 45501	Website: <a href="http://www.myconsortium.com">www.myconsortium.com</a> Phone:	0	No
33	Company: ZeroChaos/WorkForce Logic - Staffing Agency Address:	Website: Phone:	0	No
		TOTAL:	123	

# FCC RECRUITMENT SOURCES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLW, WHIO-TV) Dayton, Ohio  
EEO Public File Report Part 1

June 1, 2015 - May 31, 2016

Revised 03-07-17 to add date source requested notification of FT positions\*\*

#	Recruiting Source	Contact Information	Notification	Total Interviewed	Entitled to Notification
1	American National University (ANU) - Dayton Campus 1837 Woodman Center Dr. Dayton, OH 45420	Contact: Lindsay Hart Phone: (937) 299-9450	lghart@an.edu	0	No
2	Cedarville University 251 N Main Street Cedarville, OH 45314	Lew Gibbs Career Services Director	career@cedarville.edu	0	Yes
3	Central State University 840 Germantown Street Dayton, OH 45402	Les Devond Placement Director	ldevond@centralstate.edu	0	No
4	Day-Vest 1133 S Edwin C Moses Blvd Dayton, OH 45417	David Harlow Executive Director	Day-VEST@lycos.com	0	No
5	DeVry Institute of Tech 1350 Alum Creek Drive Columbus, OH 43209	Beth Robinson Career Services Department	mrobinson6@devry.edu	0	Yes
6	Howard University 2400 Sixth St NW Washington, D.C. 20059	Career Planning Department Dr. Joan Browne Director	hucrecruit@gmail.com	0	No
7	International College of Broadcasting 6 S Smithville Rd Dayton, OH 45431	Kenny Pyles Career Services	https://howard-csm.symplicity.com/employers/ swackkid@yahoo.com	0	No
8	Jewish Vocational Services 4021 Harrison Avenue Cincinnati, OH 45211	Kim Slaton Placement Director	kslaton@jvscinti.org	0	No
9	Kent State University 104 E Kent, OH 44242	Robin Platt Career Services	cscjobs@kent.edu	0	No
10	Miami Jacobs Career College 401 East Third Street Dayton, OH 45402	Charles (Chuck) Wray Career Services (937) 668-0233	charles.wray@miamijacobs.edu	0	Yes
11	Ohio Center for Broadcasting 6703 Madison Rd. Cincinnati, OH 45227	Gary James Placement Director	dclark@beonair.com	0	No

## FCC RECRUITMENT SOURCES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report Part 1

June 1, 2015 - May 31, 2016

Revised 03-07-17 to add date source  
requested notification of FT positions\*\*

#	Recruiting Source	Contact Information	Notification	Total Interviewed	Entitled to Notification
12	OhioMeansJobs   Montgomery County 1111 S Edwin C Moses Blvd Dayton, OH 45409	Mary Jane Applin Recruiter (937) 225-5208	Mary.Applin@ifs.ohio.gov	1	Yes
13	Sinclair Community College 444 West Third Street Dayton, OH 45402	Margaret Bailey Student & Community Engagement	ohiomeansjobs.com/montgomery studentandcommunity@sinclair.edu	0	Yes**
14	Wilberforce University 1055 N Bickett Rd. Xenia, OH 45384	Hila Williams Director of Professional Services	hwilliams@wilberforce.edu	0	No
15	Wittenburg University 200 W. Ward Street Springfield, OH 45505	Teresa Cantrell Career Services	careers@wittenburg.edu	0	Yes
16	Wright State University 3460 Colonel Glenn Highway Dayton, OH 45435	Cheryl Krueger Career Services Director	cheryl.krueger@wright.edu	0	No
17	University of Dayton 300 College Park Dayton, OH 45469	Theresa Withrow Irene Dickey	twithrow1@udayton.edu ldickey1@udayton.edu	0	No
**	Total			1	

\*\* This source was added August 27, 2015



## LONG-TERM RECRUITMENT INITIATIVES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLW, WHIO-TV) Dayton, Ohio  
 EEO Public File Report Part 2  
 June 1, 2015 - May 31, 2016

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	June 26, 2015	Mini University Tour	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
2	June 30, 2015	Montgomery County Job Coaching	Ohio Means Jobs/Montgomery County Workforce Development Training Class on Job Coaching	Spoke to job seekers about resume building, interviewing skills, and on the job behavior.	Michael Webb
3	June 30, 2015	Creative World Tour	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
4	July 24, 2015	Kettering Health Network Tour	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
5	July 30, 2015	Kidz Watch Tour	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
6	August 1, 2015	Mentoring Edge	Mentoring Edge is a virtual mentoring platform. The program is designed to grow and strengthen our internal pipeline.	Mentors and Mentees will partner and design their own mentoring engagement to include activities and the length of time together to address their needs.	CMGO Employees
7	August 19, 2015	Cox Media Group Program (Mentor)	The Mentoring Program is designed to help develop effective leaders quickly by pairing up-and-coming professionals with experienced leaders	12 months program where professionals spend a minimum of three hours per month with experienced leaders. Mentors share their experiences and strategies with mentees.	Julia Wallace

## LONG-TERM RECRUITMENT INITIATIVES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLW, WHIO-TV) Dayton, Ohio  
EEO Public File Report Part 2  
June 1, 2015 - May 31, 2016

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
8	September 1, 2015	Ohio Northern University Career Fair	Career Fair	Met with alumni and current students of Ohio Northern University to discuss job opportunities	Michael Webb Sean Dunster
9	September 1, 2015	Front Line Leaders Program	Provide frontline leaders with the tools necessary to manage themselves and others in a dynamic, changing diverse workplace environment.	Frontline Leaders U is both online and instructor led courses.	Kim Swan Jeremy Ratliff
10	October 20, 2015	Wright State University Career Fair	Career Fair	Met with alumni and current students of Wright State University to discuss job opportunities	Michael Webb Jason Smith, Otis Jones
11	November 6, 2015	Wilberforce University Career Fair	Career Fair	Met with alumni and current students of Wilberforce University to discuss job opportunities	Michael Webb
12	November 16, 2015	Wright State University Senior Seminar	Senior Seminar	Coached senior level students, in the Human Resources department, by interviewing them for entry level HR positions and explaining expectations	Michael Webb
13	November 19, 2015	Wittenberg University Career Fair	Career Fair	Met with alumni and current students of Wittenberg University to discuss job opportunities	Michael Webb
14	February 10, 2016	Miami University Spring Career Fair	Career Fair	Met with alumni and current students of Wittenberg University to discuss job opportunities	Michael Webb
15	February 16, 2016	Helke Elementary School	1st Grade Class	Guest Speaker	John Bedell
16	February 16, 2016	Xavier University Diversity Reception	Diversity Reception	Reception held in a Job Fair format for diverse students	Michael Webb
17	February 24, 2016	Wright State University Digital Mixer	Digital Mixer	Casual Job Fair event for seekers in the digital fields, in particular computer science	Michael Webb
18	March 1, 2016	Carroll High School	Media Club	Guest Speaker	Cheryl McHenry
19	March 9, 2016	Wright State University Spring Career Fair	Career Fair	Met with alumni and current students of Wright State University to discuss job opportunities	Michael Webb Tim Wolff

# LONG-TERM RECRUITMENT INITIATIVES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLW, WHIO-TV) Dayton, Ohio  
 EEO Public File Report Part 2  
 June 1, 2015 - May 31, 2016

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
20	March 10, 2016	Vandalia Butler	Media Communications Class	Guest Speaker	Kate Bartley
21	March 15, 2016	Central State Career Fair	Career Fair	Met with alumni and current students of Central State University to discuss job opportunities	Michael Webb
22	March 19, 2016	Ohio University	Conference for School of Journalism	Guest Speaker	Jim Otte
23	March 22, 2016	Wilberforce University Career Fair	Career Fair	Met with alumni and current students of Central State University to discuss job opportunities	Michael Webb
24	March 28, 2016	NAACP Job Fair	Job Fair	Met with job seekers to discuss job opportunities	Jason Banks Kymberly Bell
25	March 31, 2016	Wittenbert University Career Fair	Career Fair	Met with alumni and current students of Central State University to discuss job opportunities	Michael Webb
26	April 6, 2016	Sinclair Community College Career Fair	Career Fair	Met with alumni and current students of Central State University to discuss job opportunities	Michael Webb
27	April 12, 2016	Cox Media Group Leadership Program (CMGLP)	A leadership development program designed specifically for CMG middle managers (primarily focused on managers of managers).	Increase capabilities, close skill gaps, accelerate leaders readiness to lead effectively in the workplace of tomorrow, and strengthen talent pipeline.	Karen Klimozica-Spitzer Tim Wolff
28	April 17, 2016	Miami University Coffee Chat	Coffee Chat	Met with students informally to discuss the company, culture, how to get positions within the company, and some resume coaching	Michael Webb
29	May 18, 2016	Career Development Program	Program that identifies emerging leaders to further guide success in their current role and prepare them for future opportunities.	Attend a series of classes that focuses on developing and enhancing the participants skills	Michael Webb John Condit Ben McLaughlin 15 CMGO Employees
30	May 19, 2016	East Elementary School (Eaton)	Career Day	Spoke with students about the media industry	Carriann Marit
31	May 30, 2016	Troy High School	Troy Teen Leadership Program	Student job shadowed Steve Baker	Steve Baker

## ATTACHMENT B

*(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).*

Attachment B provides the requested announcements for the positions filled involving stations WHIO(AM), WHIO-FM, WHIO-TV, WHKO(FM) and WZLR(FM).

## **Mitchell, Toni (CMG-Dayton)**

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**From:** Reinman, Sarah (CMG-Dayton)  
**Sent:** Tuesday, February 11, 2014 3:46 PM  
**To:** 'Clark State Community College'; 'Collegiate Broadcasters, Inc.'; 'Dayton NAACP'; 'Day-Vest'; 'Edison State Community College'; 'Emi Tiley'; 'Eric Anderson'; 'Fortis & Rets'; 'Howard University'; 'IBC - Kenny Pyles'; 'Indiana Wesleyan University'; 'Job Center'; 'Kent State University'; 'Leadership Institute'; 'Melinda Jeffery'; 'Miami Jacobs - Columbus'; 'Miami Jacobs College'; 'Miami University - Career'; 'NAB Career Center'; 'Ohio Center for Broadcasting'; 'Ohio University'; 'Sinclair College - Career'; 'Wilberforce University - Career'  
**Subject:** Job Opportunities: Cox Media Group Ohio  
**Attachments:** CMG Ohio Positions 02.11.2014.pdf

Greetings,

Here is a current list of open positions in Cox Media Group (CMG) Ohio. We are currently seeking qualified candidates for these positions. Please distribute these openings throughout your organization.

Regards,  
Sarah

**Sarah Reinman** | HR Administrator

Cox Media Group Ohio | 1611 S. Main St. Dayton, Ohio 45409

Ph: 937-225-6998 Email: [sarah.reinman@coxinc.com](mailto:sarah.reinman@coxinc.com)

CREATING SOLUTIONS. DELIVERING RESULTS.

Newspaper | Television | Radio | Targeted Print, Event & Digital Products | Commercial Print | Direct Mail | Digital Ad Services

### Digital Audience Specialist

Digital Audience Specialists support CMGO's Digital businesses by partnering with Content, Sales and Marketing to plan and execute progressive Digital campaigns. Responding with a strong sense of urgency, energy and creativity, they optimize content for audiences across print, radio, TV and other platforms. They are proactive problem solvers who work easily across the extensive Digital portfolio including mobile, SMS, social media, contests and multimedia. Successful candidates are adaptable and rely on metrics and user data to inform decisions about products to create and promote. They also are comfortable infusing a sense of humor and fun into products daily.

#### Key Requirements:

- Engage/grow audience using the extensive Digital portfolio: mobile, social, wired, contests, promotions and other Digital formats
- Assist in planning/developing digital revenue proposals by working with Digital sales staff
- Partner with Digital Sales Specialists to support advertising campaigns
- Embrace convergence by working across multiple platforms including print, radio and TV
- Use metrics and research to make content/marketing/promotion decisions
- Ability to work in high-energy fast-paced environment
- Ensure content is optimized for maximum organic search by using SEO- and SEM-effective solutions
- Stay current on Digital audience, technology and advertising trends to help drive business development
- Actively watch, listen to, read or otherwise review products across all platforms (TV, radio, print)

#### Key Requirements:

- Ability to aggregate content from sources within and outside of CMGO
- Consistently initiate and execute new ideas to grow audience
- Collaborate effectively with others
- Exhibit a sense of humor, fun and creativity
- Create related content such as photo galleries, maps, polls, quizzes
- Handle other assignments as needed, showing flexibility and adaptability

#### Minimum Requirements:

- Bachelor's degree in relevant discipline or equivalent experience
- Minimum 1 year of Digital experience
- Results-oriented approach to work, with proven track record
- Excellent communication and presentation skills, both verbal and written

Contact: S. Jones, [seth.jones@coxinc.com](mailto:seth.jones@coxinc.com)

### Digital Product Manager – Web Analytics Specialization

Digital Product Managers lead, define, implement and oversee specialized Digital products including—but not limited to—mobile, video and social media. Successful candidates have the unique combination of strategic-thinking, client-management and creative content skills. They will proactively develop high-impact solutions with clear measures of success. As industry trend-spotters, they are able to create and enact plans based on emerging technologies and platforms. Digital Product Managers support CMGO's Digital businesses by partnering with Content, Sales, Marketing, other CMG properties and outside vendors to plan and execute progressive Digital campaigns. Successful candidates are adaptable and rely on metrics and user data to inform decisions about products to create and promote.

#### Key Requirements:

- Deliver audience and client targets in assigned product area by using the extensive Digital portfolio: mobile, social, wired, contests, promotions and other Digital formats
- Work closely with third parties, vendors and other CMG properties to design, integrate and launch new products and services
- Measure and correlate campaigns and communicate results clearly to management
- Assist in planning/developing Digital revenue proposals by working with Digital sales staff
- Identify strategic opportunities and innovative ideas to move products forward
- Effectively communicate with technical and non-technical stakeholders across multiple business units
- Use metrics and research to make product decisions, with focus on continuous process improvement and benchmarking
- Ability to work in high-energy fast-paced environment
- Stay current on Digital audience, technology and advertising trends to help drive business development
- Actively watch, listen to, read or otherwise review products across all platforms (TV, radio, print)

#### Key Requirements:

- Collaborate effectively with others and integrate cross-functional teams (technology, marketing and creative/design) in support of products and campaigns
- Exhibit a sense of humor, fun and creativity
- Handle other assignments as needed, showing flexibility and adaptability

#### Minimum Requirements:

- Bachelor's degree in relevant discipline or equivalent experience
- Minimum 1 year of Digital experience
- Results-oriented approach to work, with proven track record
- Excellent communication and presentation skills, both verbal and written
- Minimum 2 years' experience with Omniture Site Catalyst, Google Analytics or other web analytics tools
- Strong analytical and math skills with an ability to translate data into succinct, visually-driven conclusions and action plans
- Experience with quality assurance and control regarding setup and deployment of pixels and UTMs (internal and external sites)
- Must be proficient with Word, Excel and PowerPoint and Microsoft Visio
- Excellent communication and presentation skills, both verbal and written, are essential

#### Preferred Skills:

- Google Analytics certified
- Experience presenting data and findings to executives and other leadership teams

Contact: S. Jones, [seth.jones@coxinc.com](mailto:seth.jones@coxinc.com)

### News Photographer/Editor

WHIO-TV and Cox Media Group is seeking a part-time news photographer/editor to work as part of our award-winning team in Dayton, Ohio. We're a company that is leading the way in the multi-platform journalism. You'll be part of a group that is dedicated to serving our customers through our television, print, radio and digital platforms. There is no guarantee this part-time position will become fulltime.

**Position Responsibilities:**

- Must be able to work in high-pressure situations
- Must be able to make quick editorial and technical decisions in the field and during editing
- Must work well in all types of outdoor conditions
- Must be flexible in scheduling due to the changing needs of news events, including being on-call
- Must have a team attitude for winning with an emphasis on finding solutions and not problems

**Position Requirements:**

At least 1 year experience working in a television news environment, including but not limited to shooting news video

**Position Requirements:**

- non-linear editing, shooting live shots and lighting
- Experience with ENG truck operation desired
- Be able to lift and carry upwards of 50lbs of equipment

**Interested applicants** should send a resume and DVD of recent work to:

Sean Dunster, News Technology Manager  
1611 S. Main Street  
Dayton, OH. 45409.

Or you can email a resume and link to recent work to:  
sean.dunster@cmgohio.com

**Radio News Anchor – PT**

95.7FM & AM1290 News Talk Radio WHIO is seeking a part time news anchor to produce and anchor radio news broadcasts.

**Responsibilities:**

- Write, compose and read on-air newscasts
- Basic experience editing sound.
- Other related tasks as necessary

**Minimum Qualifications:**

- 2 years on-air commercial news writing & reporter experience.
- Strong journalism skills
- Short & Long form news writing experience.
- Great on-air voice
- Possible early mornings, mid-days or evening & weekend hours

Contact: C. Hartley, chris.hartley@cmgohio.com

**Assistant Chief Engineer**

**Job Description:** The Assistant Chief Engineer supports the growth and profitability of CMG Ohio radio operations through maintaining all technology, systems, and equipment necessary to deliver news, advertising and information across our radio platforms. This position provides proactive maintenance support to ensure product quality, 24/7 uptimes, reduced business operational risk and provide strategic planning of radio engineering to drive our business forward. The Assistant Chief Engineer will actively engage in strategic planning, development and communication of radio industry knowledge to set and achieve best practices, internal communication and process improvement. The Assistant Chief Engineer will have a strong focus on customer focus that will drive process and quality improvement. This position will be key support for all radio related issues.

**Operational responsibilities**

Maintain integrity of on-air product.

- Maintain, troubleshoot & repair of equipment and systems, including remote control and monitoring of multi-site facilities
- Install technical equipment & systems at studio, transmitter and STL sites, in company vehicles and remotes sites in keeping with good engineering practices.
- Document: using a computerized database, word processor & drawing program, plus manual drafting; equipment & wiring of systems & equipment.
- Assist in planning & development of all aspects of AM/FM radio technical facilities, including telephone, satellite, STL, monitoring systems, computers and networks.
- Support station & field operations, as necessary.
- Create instructional materials and teach technical and non-technical personnel the proper use of equipment.
- Experience with remote broadcast operations including field equipment, ISDN and IP CODECS, IP networking, IP switching/routing and 3G/4G delivery platforms.
- Some supervisory duties and backup for Chief Engineers will be required.
- Must be available to support 24/7 operations.

**Cross-functional team player**

- Foster open communication with staff, and support team's vision, direction, and priorities.
- Assist in establishing mission critical procedures.
- Support a positive business climate which motivates employees.
- Demonstrate the flexibility necessary to adjust to changing/additional duties and responsibilities as the markets and company changes.

**Required Skills and Qualifications**

- 3+ years of relevant work experience in radio engineering operations.
- Associates degree / or equivalent work experience,
- Strong communication skills (verbal, written and presentation) required.
- Strong understanding of radio transmitter operation.
- Proven ability to implement, execute and multi-task to meet aggressive project deadlines.
- Ability to travel based on business need is required.
- Must have a valid driver's license.

**Preferred Experience**

- SBE Certification
- Comprehensive knowledge of IT equipment as it pertains to radio broadcast and business operations.

Contact: D. Thomas, dave.thomas@coxinc.com



### Digital Media Consultant

The Digital Media Consultant at Cox Media Group Ohio is our primary Search sales expert. They will help local businesses grow their market through the use of our extensive suite of digital solutions, highlighted by our Premier Partnership with Google, one of only 18 in the world. They are responsible for generating new business from existing clients by partnering with traditional media consultants as well as developing business from new clients.

#### Responsibilities:

- Exceed Digital Media sales goals
- Develop extensive prospect pipeline of new clients
- Assess clients marketing needs and build corresponding strategic solutions
- Be the face of Search for CMGO, including education of clients and sales department
- Continuously network to build local relationships
- Manage fulfillment of Digital media campaigns

#### Skills & Qualifications:

- Goal oriented with a need to win!
- Proven, Successful Digital Media sales and service experience
- Self-motivated and ability to work well under pressure
- Excellent written and oral communication skills
- Google AdWords certification required, IAB certification preferred
- Outstanding computer skills including solid knowledge of Microsoft Excel, Word and PowerPoint

#### Skills & Qualifications:

- Technical aptitude (including basic knowledge of HTML, DFP)
- Ability to learn and operate a number of internal computer programs and systems
- Strong organizational and process management skills
- Ability to manage multiple daily tasks; experience with a CRM system
- Flexibility to work in a rapidly changing environment
- Strong focus on teamwork and ability to manage relationships across multiple departments
- Results oriented with great attention to detail
- Able to apply creative thinking and exceptional problem solving skills

Contact: [Chip.beale@coxinc.com](mailto:Chip.beale@coxinc.com)

### Digital Sales Specialist

The Digital Sales Specialist at Cox Media Group Ohio works in a team with Digital Sales staff members to increase Digital Media advertising revenue. This role secures new Digital Media advertising revenue with existing clients and new Digital Media clients in partnership with traditional media sellers. They strategize, propose and sell Digital Media direct to clients.

#### Responsibilities:

- Assess clients marketing needs and build corresponding strategic solutions
- Manage fulfillment of Digital media campaigns
- Consult and educate Media Consultants and clients in Digital Media
- Educated and train Media Consultants and clients in Digital Media
- Provide backup sales support to other Digital Sales Specialists in the department

#### Skills & Qualifications:

- Knowledge and experience with digital media
- Excellent written and oral communication skills
- Outstanding computer skills including solid knowledge of Microsoft Excel, Word and PowerPoint

#### Skills & Qualifications:

- Technical aptitude (including basic knowledge of HTML, DFP) preferred
- Ability to learn and operate a number of internal computer programs and systems
- Strong organizational and process management skills
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- Self-motivated and ability to work well under pressure
- Strong focus on teamwork and ability to manage relationships across multiple departments
- Results oriented with great attention to detail
- Able to apply creative thinking and exceptional problem solving skills

Contact: [chip.beale@coxinc.com](mailto:chip.beale@coxinc.com)

### Sr. Account Executive

Develop projects in pricing and promotions, category planning, staff and relationship development and business development in our Direct Mail Department. In addition, this position leads initiatives requiring coordination of work across various company functions and departments, identifies the financial impact, risk/feasibility, and strategic fit of issues and opportunities, and presents findings and recommendations to management.

This position must possess an in-depth understanding of all major business areas related to our company planning and areas of growth for Direct Mail and Commercial Print; including but not limited to, macro strategic environment, strategic planning methodology, strategic finance, and management of external partnerships. By utilizing this knowledge, this position informs executive decision-making and generates new streams of revenue for the company.

#### Job Responsibilities:

- Leads, plans, and facilitates enterprise annual strategy planning cycle, including meetings and guidance.
- Leads facilitation and analysis of Direct Mail industry trends that have a direct correlation to Company Strategy; providing strategic and competitive intelligence to management.
- Identifies, analyzes, and monitors macro-strategic business related issues that affect profitability, growth, and productivity.
- Analyzes internal business metrics (current product mix, market share, distribution channels, pricing strategy, and other internal competitive factors) to enable strategic decision making.
- Creates and communicates enterprise strategic planning and

#### Job Responsibilities:

- Provides timely, accurate, competitive pricing on all completed rate requests submitted for pricing and approval, while striving to maintain maximum profit margin for Direct Mail/Commercial Print products

#### Minimum Qualifications:

- Bachelor's degree preferred with emphasis on marketing, management or communications.
- At least three years of successful sales experience required with strong emphasis in business-to-business sales.
- Media sales experience with a track record of success. Multimedia sales experience including digital preferred.
- Excellent communication and presentation skills.

business development methodology and thought leadership across all business units.

- Develops a business plan and sales strategy for the market that ensures attainment of company sales goals and profitability.
- Prepares action plans for effective search of sales leads and prospects to enhance market share.
- Initiates and coordinates development of action plans to penetrate new clients.
- Assists in the development and implementation of marketing plans as needed.
- Provides timely feedback to senior management regarding performance.

- Able to understand all Cox Media Group Ohio products and ability to develop proposals and campaigns to maximize effectiveness for current and new business clients is essential.
- Excellent customer service skills.
- General business understanding of marketing and pricing models.
- Proposal development and negotiating skills.
- Strong computer skills including Microsoft Office and a strong understanding of the Internet and online sales opportunities.
- Ability to think creatively with good time management and a team player.
- Supervisor/leadership skills is a plus.

andrea.watkins@coxinc.com

#### **Part-Time Board Operator/Producer**

This is an entry level but critical position in the radio master control room. This position requires a person to be tech savvy. Employees are responsible for keeping programming on air, engineering local & syndicated talk shows, coordinating live newscasts & following Cox Media Group & FCC guidelines. This is a fast paced position that requires multi-tasking & the ability to trouble-shoot issues under pressure. This person should be a self-starter, critical thinker and takes pride in their work. This person reports to the Assistant Program Director.

##### **Job Responsibilities:**

- Operation of station broadcast transmitter
- Coordination of remote broadcasts
- Understanding and ability to implement Emergency Alert System
- Producing local & syndicated talk shows
- Assisting anchors with breaking news/editing audio
- Production dubbing & producing
- Maintaining 3 radio station simultaneously
- Other duties as assigned

##### **We Look For:**

- Reliability
- Willingness to learn

##### **We Look For:**

- Ability to remain cool under pressure
- A commitment to high performance
- Weekend, evening & on call availability a must
- Knowledge of editing software including Adobe Audition
- 2 years of soundboard/radio experience required

##### **We provide:**

- Opportunities for advancement
- A positive supportive work environment
- A fun fast paced job for the right person

To apply, please submit your resume to:

chris.hartley@cmgohio.com

#### **All Media Journalist**

Reporters play key roles in Cox Media Group's drive to be the essential source for local news, cultivating important sources and building relationships that result in scoops. They are accurate, fair, nimble and flexible while providing an acceptable volume of high-quality, unique content for at least three of our four platforms (TV, print, radio, digital). With sound news judgment and a keen understanding of multi-platform news cycles, they create timely content in the forms best suited to each audience's needs. With a keen understanding of each platform's strategies, they create content aimed at growing audience and audience satisfaction. Reporters collaborate closely with content managers but exercise independent judgment and action in the field. They work under pressure and conduct themselves in a professional manner.

##### **Responsibilities:**

- Gather news stories and images; investigate claims from officials and others; verify accuracy and truthfulness of facts.
- Quickly respond to breaking news and other assignments and return images and information for digital and radio.
- Immediately tell Breaking News Team and editors about breaking/timely news and multi-platform sharing opportunities.
- Capture key images, video and audio and be proficient in visual story-telling
- Apply multi-platform news judgment to all assignments.
- Use social media to engage and grow audience; regularly suggest stories from social media tips and audience engagement.
- Be competent at producing news in all 4 platforms – radio, TV, print, digital.
- Be able to write clear, accurate and well-written news stories, using critical thinking skills to challenge assumptions.
- Understand audience goals and metrics in all four platforms and know how to use that information to maximize audience engagement and reach.
- Meet additional minimum job requirements and processes for specific broadcast/publishing beat/job.

##### **Minimum Qualifications:**

- Valid driver's license and access to transportation
- Excellent writing and communication skills
- Photo/video experience

##### **Preferred Qualifications:**

- College degree
- At least one year of newsroom experience

##### **Job Competencies:**

- News judgment, initiative and problem-solving
- Accuracy and thoroughness and sense of urgency
- Dependability and follow-through and able to meet deadlines
- Ability to think and act clearly and quickly under pressure
- Accurate and fast writing/news-gathering skills for all four platforms
- Expertise in all four platforms
- Interviewing skills
- Internal relationship-building, communication and process-following.
- Mastery of promotional and process language
- Bias awareness and ability to balance stories
- Flexibility and ability to quickly adapt to change and work as a team

Contact: C. Post, connie.post@coxinc.com

**Pressroom Foreman**

Cox Media Group Ohio is seeking a Pressroom Foreman.

**Responsibilities:**

- Preparing press crew sheets and press console setups
- Walking the press levels and checking setups
- Utilize best practice for checking conductivity before press starts
- On press startups minimize newsprint waste by proper cutoffs and water numbers are implemented
- Manage quality control throughout the production run to minimize press running waste
- Bring a positive attitude to a fast pace environment and give crews feedback
- Communication of production issues reported or calls made to others per standard operating procedures
- Communicate to Packaging Foreman the lineups for the night
- Support crew meetings and provide information driven by Production Director
- Report any press mechanical, electrical issues and follow-up that repairs are complete and communicated

- Present detail and accurate reports of the events of that production
- Participate in blanket and roller plan for the yearly budget
- Make sure Housekeeping and Safety procedures are followed
- Overseeing the CTP operation as needed
- Kronos Timekeeping: providing accuracy and communication to others as applicable

**Minimum Qualifications:**

- Understanding of the HK system for newsprint roll handling
- 5 years of supervisory of experience
- Excellent communication and time management skills
- Strong leadership skills

Contact: J. Gruber, [jim.gruber@coxinc.com](mailto:jim.gruber@coxinc.com)

**Packaging Associates**

Cox Media Group Ohio is seeking qualified candidates to work at its Print Technology Center in Franklin, Ohio.

**Responsibilities:**

- Feeding of pre-printed materials and newspaper sections into the insert machine
- Stacking of bundled newspapers from press delivery systems and transporting to appropriate areas
- Removal of newspaper sections and/or pre-printed materials from created packages

Contact: [kymberly.bell@coxinc.com](mailto:kymberly.bell@coxinc.com)

**Responsibilities Continued:**

- Operation of powered strapping equipment
- Cleaning of work area as needed

**Minimum Qualifications:**

- At least 18 years of age
- Ability to lift 20 to 50 lbs repeatedly
- Ability to stand for long periods of time

**We offer these excellent benefits:**

Medical | Dental | Vision | Pension | 401k with a company match | Paid vacation | Onsite Fitness center & dining facility

**To apply, submit resume to the listed contact**

**Subject Line:** Position Name

**Please include salary requirements**

No telephone calls please

Cox Media Group Ohio is the area's leading single, integrated media organization. This organization is comprised of WHIO-TV's Channel 7, the Dayton Daily News, Springfield News-Sun, Journal-News, Cox Ohio's Southwestern Ohio weekly newspapers, our commercial printing and mail operations and Cox radio stations in Dayton (WHIO AM and FM, WHKO and WZLR). Cox was started in 1898 by Governor James M. Cox. Cox Media Group Ohio is a unit of Cox Enterprises.

Cox Media Group Ohio is an Equal Opportunity Employer

Revised: 02.2014

**Mitchell, Toni (CMG-Dayton)**

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**From:** Reinman, Sarah (CMG-Dayton)  
**Sent:** Tuesday, February 11, 2014 3:46 PM  
**To:** 'Clark State Community College'; 'Collegiate Broadcasters, Inc.'; 'Dayton NAACP'; 'Day-Vest'; 'Edison State Community College'; 'Emi Tiley'; 'Eric Anderson'; 'Fortis & Rets'; 'Howard University'; 'IBC - Kenny Pyles'; 'Indiana Wesleyan University'; 'Job Center'; 'Kent State University'; 'Leadership Institute'; 'Melinda Jeffery'; 'Miami Jacobs - Columbus'; 'Miami Jacobs College'; 'Miami University - Career'; 'NAB Career Center'; 'Ohio Center for Broadcasting'; 'Ohio University'; 'Sinclair College - Career'; 'Wilberforce University - Career'  
**Subject:** Job Opportunities: Cox Media Group Ohio  
**Attachments:** CMG Ohio Positions 02.11.2014.pdf

Greetings,

Here is a current list of open positions in Cox Media Group (CMG) Ohio. We are currently seeking qualified candidates for these positions. Please distribute these openings throughout your organization.

Regards,  
Sarah

**Sarah Reinman | HR Administrator**

Cox Media Group Ohio | 1611 S. Main St. Dayton, Ohio 45409

Ph: 937-225-6998 Email: [sarah.reinman@coxinc.com](mailto:sarah.reinman@coxinc.com)

CREATING SOLUTIONS. DELIVERING RESULTS.

Newspaper | Television | Radio | Targeted Print, Event & Digital Products | Commercial Print | Direct Mail | Digital Ad Services

### Digital Audience Specialist

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#### Key Requirements:

- Engage/grow audience using the extensive Digital portfolio: mobile, social, wired, contests, promotions and other Digital formats
- Assist in planning/developing digital revenue proposals by working with Digital sales staff
- Partner with Digital Sales Specialists to support advertising campaigns
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- Use metrics and research to make content/marketing/promotion decisions
- Ability to work in high-energy fast-paced environment
- Ensure content is optimized for maximum organic search by using SEO- and SEM-effective solutions
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#### Minimum Requirements:

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- Minimum 1 year of Digital experience
- Results-oriented approach to work, with proven track record
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- Minimum 2 years' experience with Omniture Site Catalyst, Google Analytics or other web analytics tools
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**Position Responsibilities:**

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- Must work well in all types of outdoor conditions
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**Position Requirements:**

At least 1 year experience working in a television news environment, including but not limited to shooting news video

**Position Requirements:**

- non-linear editing, shooting live shots and lighting
  - Experience with ENG truck operation desired
  - Be able to lift and carry upwards of 50lbs of equipment
- Interested applicants** should send a resume and DVD of recent work to:

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**Responsibilities:**

- Write, compose and read on-air newscasts
- Basic experience editing sound.
- Other related tasks as necessary

**Minimum Qualifications:**

- 2 years on-air commercial news writing & reporter experience.
- Strong journalism skills
- Short & Long form news writing experience.
- Great on-air voice
- Possible early mornings, mid-days or evening & weekend hours

Contact: C. Hartley, [chris.hartley@cmgohio.com](mailto:chris.hartley@cmgohio.com)

**Assistant Chief Engineer**

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**Operational responsibilities**

Maintain integrity of on-air product.

- Maintain, troubleshoot & repair of equipment and systems, including remote control and monitoring of multi-site facilities
- Install technical equipment & systems at studio, transmitter and STL sites, in company vehicles and remotes sites in keeping with good engineering practices.
- Document: using a computerized database, word processor & drawing program, plus manual drafting; equipment & wiring of systems & equipment.
- Assist in planning & development of all aspects of AM/FM radio technical facilities, including telephone, satellite, STL, monitoring systems, computers and networks.
- Support station & field operations, as necessary.
- Create instructional materials and teach technical and non-technical personnel the proper use of equipment.
- Experience with remote broadcast operations including field equipment, ISDN and IP CODECS, IP networking, IP switching/routing and 3G/4G delivery platforms.
- Some supervisory duties and backup for Chief Engineers will be required.
- Must be available to support 24/7 operations.

**Cross-functional team player**

- Foster open communication with staff, and support team's vision, direction, and priorities.
- Assist in establishing mission critical procedures.
- Support a positive business climate which motivates employees.
- Demonstrate the flexibility necessary to adjust to changing/additional duties and responsibilities as the markets and company changes.

**Required Skills and Qualifications**

- 3+ years of relevant work experience in radio engineering operations.
- Associates degree / or equivalent work experience,
- Strong communication skills (verbal, written and presentation) required.
- Strong understanding of radio transmitter operation.
- Proven ability to implement, execute and multi-task to meet aggressive project deadlines.
- Ability to travel based on business need is required.
- Must have a valid driver's license.

**Preferred Experience**

- SBE Certification
- Comprehensive knowledge of IT equipment as it pertains to radio broadcast and business operations.

Contact: D. Thomas, [dave.thomas@coxinc.com](mailto:dave.thomas@coxinc.com)

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- Develop extensive prospect pipeline of new clients
- Assess clients marketing needs and build corresponding strategic solutions
- Be the face of Search for CMGO, including education of clients and sales department
- Continuously network to build local relationships
- Manage fulfillment of Digital media campaigns

#### Skills & Qualifications:

- Goal oriented with a need to win!
- Proven, Successful Digital Media sales and service experience
- Self-motivated and ability to work well under pressure
- Excellent written and oral communication skills
- Google AdWords certification required, IAB certification preferred
- Outstanding computer skills including solid knowledge of Microsoft Excel, Word and PowerPoint

#### Skills & Qualifications:

- Technical aptitude (including basic knowledge of HTML, DFP)
- Ability to learn and operate a number of internal computer programs and systems
- Strong organizational and process management skills
- Ability to manage multiple daily tasks; experience with a CRM system
- Flexibility to work in a rapidly changing environment
- Strong focus on teamwork and ability to manage relationships across multiple departments
- Results oriented with great attention to detail
- Able to apply creative thinking and exceptional problem solving skills

Contact: [Chip.beale@coxinc.com](mailto:Chip.beale@coxinc.com)

### Digital Sales Specialist

The Digital Sales Specialist at Cox Media Group Ohio works in a team with Digital Sales staff members to increase Digital Media advertising revenue. This role secures new Digital Media advertising revenue with existing clients and new Digital Media clients in partnership with traditional media sellers. They strategize, propose and sell Digital Media direct to clients.

#### Responsibilities:

- Assess clients marketing needs and build corresponding strategic solutions
- Manage fulfillment of Digital media campaigns
- Consult and educate Media Consultants and clients in Digital Media
- Educated and train Media Consultants and clients in Digital Media
- Provide backup sales support to other Digital Sales Specialists in the department

#### Skills & Qualifications:

- Knowledge and experience with digital media
- Excellent written and oral communication skills
- Outstanding computer skills including solid knowledge of Microsoft Excel, Word and PowerPoint

#### Skills & Qualifications:

- Technical aptitude (including basic knowledge of HTML, DFP) preferred
- Ability to learn and operate a number of internal computer programs and systems
- Strong organizational and process management skills
- Ability to manage multiple daily tasks
- Flexibility to work in a rapidly changing environment
- Self-motivated and ability to work well under pressure
- Strong focus on teamwork and ability to manage relationships across multiple departments
- Results oriented with great attention to detail
- Able to apply creative thinking and exceptional problem solving skills

Contact: [chip.beale@coxinc.com](mailto:chip.beale@coxinc.com)

### Sr. Account Executive

Develop projects in pricing and promotions, category planning, staff and relationship development and business development in our Direct Mail Department. In addition, this position leads initiatives requiring coordination of work across various company functions and departments, identifies the financial impact, risk/feasibility, and strategic fit of issues and opportunities, and presents findings and recommendations to management.

This position must possess an in-depth understanding of all major business areas related to our company planning and areas of growth for Direct Mail and Commercial Print; including but not limited to, macro strategic environment, strategic planning methodology, strategic finance, and management of external partnerships. By utilizing this knowledge, this position informs executive decision-making and generates new streams of revenue for the company.

#### Job Responsibilities:

- Leads, plans, and facilitates enterprise annual strategy planning cycle, including meetings and guidance.
- Leads facilitation and analysis of Direct Mail industry trends that have a direct correlation to Company Strategy; providing strategic and competitive intelligence to management.
- Identifies, analyzes, and monitors macro-strategic business related issues that affect profitability, growth, and productivity.
- Analyzes internal business metrics (current product mix, market share, distribution channels, pricing strategy, and other internal competitive factors) to enable strategic decision making.
- Creates and communicates enterprise strategic planning and

#### Job Responsibilities:

- Provides timely, accurate, competitive pricing on all completed rate requests submitted for pricing and approval, while striving to maintain maximum profit margin for Direct Mail/Commercial Print products

#### Minimum Qualifications:

- Bachelor's degree preferred with emphasis on marketing, management or communications.
- At least three years of successful sales experience required with strong emphasis in business-to-business sales.
- Media sales experience with a track record of success. Multimedia sales experience including digital preferred.
- Excellent communication and presentation skills.

business development methodology and thought leadership across all business units.

- Develops a business plan and sales strategy for the market that ensures attainment of company sales goals and profitability.
- Prepares action plans for effective search of sales leads and prospects to enhance market share.
- Initiates and coordinates development of action plans to penetrate new clients.
- Assists in the development and implementation of marketing plans as needed.
- Provides timely feedback to senior management regarding performance.

- Able to understand all Cox Media Group Ohio products and ability to develop proposals and campaigns to maximize effectiveness for current and new business clients is essential.
- Excellent customer service skills.
- General business understanding of marketing and pricing models.
- Proposal development and negotiating skills.
- Strong computer skills including Microsoft Office and a strong understanding of the Internet and online sales opportunities.
- Ability to think creatively with good time management and a team player.
- Supervisor/leadership skills is a plus.

*andrea.watkins@coxinc.com*

#### **Part-Time Board Operator/Producer**

This is an entry level but critical position in the radio master control room. This position requires a person to be tech savvy. Employees are responsible for keeping programming on air, engineering local & syndicated talk shows, coordinating live newscasts & following Cox Media Group & FCC guidelines. This is a fast paced position that requires multi-tasking & the ability to trouble-shoot issues under pressure. This person should be a self-starter, critical thinker and takes pride in their work. This person reports to the Assistant Program Director.

##### **Job Responsibilities:**

- Operation of station broadcast transmitter
- Coordination of remote broadcasts
- Understanding and ability to implement Emergency Alert System
- Producing local & syndicated talk shows
- Assisting anchors with breaking news/editing audio
- Production dubbing & producing
- Maintaining 3 radio station simultaneously
- Other duties as assigned

##### **We Look For:**

- Reliability
- Willingness to learn

##### **We Look For:**

- Ability to remain cool under pressure
- A commitment to high performance
- Weekend, evening & on call availability a must
- Knowledge of editing software including Adobe Audition
- 2 years of soundboard/radio experience required

##### **We provide:**

- Opportunities for advancement
- A positive supportive work environment
- A fun fast paced job for the right person

##### **To apply, please submit your resume to:**

*chris.hartley@cmgohio.com*

#### **All Media Journalist**

Reporters play key roles in Cox Media Group's drive to be the essential source for local news, cultivating important sources and building relationships that result in scoops. They are accurate, fair, nimble and flexible while providing an acceptable volume of high-quality, unique content for at least three of our four platforms (TV, print, radio, digital). With sound news judgment and a keen understanding of multi-platform news cycles, they create timely content in the forms best suited to each audience's needs. With a keen understanding of each platform's strategies, they create content aimed at growing audience and audience satisfaction. Reporters collaborate closely with content managers but exercise independent judgment and action in the field. They work under pressure and conduct themselves in a professional manner.

##### **Responsibilities:**

- Gather news stories and images; investigate claims from officials and others; verify accuracy and truthfulness of facts.
- Quickly respond to breaking news and other assignments and return images and information for digital and radio.
- Immediately tell Breaking News Team and editors about breaking/timely news and multi-platform sharing opportunities.
- Capture key images, video and audio and be proficient in visual story-telling
- Apply multi-platform news judgment to all assignments.
- Use social media to engage and grow audience; regularly suggest stories from social media tips and audience engagement.
- Be competent at producing news in all 4 platforms – radio, TV, print, digital.
- Be able to write clear, accurate and well-written news stories, using critical thinking skills to challenge assumptions.
- Understand audience goals and metrics in all four platforms and know how to use that information to maximize audience engagement and reach.
- Meet additional minimum job requirements and processes for specific broadcast/publishing beat/job.

##### **Minimum Qualifications:**

- Valid driver's license and access to transportation
- Excellent writing and communication skills
- Photo/video experience

##### **Preferred Qualifications:**

- College degree
- At least one year of newsroom experience

##### **Job Competencies:**

- News judgment, initiative and problem-solving
- Accuracy and thoroughness and sense of urgency
- Dependability and follow-through and able to meet deadlines
- Ability to think and act clearly and quickly under pressure
- Accurate and fast writing/news-gathering skills for all four platforms
- Expertise in all four platforms
- Interviewing skills
- Internal relationship-building, communication and process-following.
- Mastery of promotional and process language
- Bias awareness and ability to balance stories
- Flexibility and ability to quickly adapt to change and work as a team

*Contact: C. Post, [connie.post@coxinc.com](mailto:connie.post@coxinc.com)*



**Pressroom Foreman**

Cox Media Group Ohio is seeking a Pressroom Foreman.

**Responsibilities:**

- Preparing press crew sheets and press console setups
- Walking the press levels and checking setups
- Utilize best practice for checking conductivity before press starts
- On press startups minimize newsprint waste by proper cutoffs and water numbers are implemented
- Manage quality control throughout the production run to minimize press running waste
- Bring a positive attitude to a fast pace environment and give crews feedback
- Communication of production issues reported or calls made to others per standard operating procedures
- Communicate to Packaging Foreman the lineups for the night
- Support crew meetings and provide information driven by Production Director
- Report any press mechanical, electrical issues and follow-up that repairs are complete and communicated

- Present detail and accurate reports of the events of that production
- Participate in blanket and roller plan for the yearly budget
- Make sure Housekeeping and Safety procedures are followed
- Overseeing the CTP operation as needed
- Kronos Timekeeping: providing accuracy and communication to others as applicable

**Minimum Qualifications:**

- Understanding of the HK system for newsprint roll handling
- 5 years of supervisory of experience
- Excellent communication and time management skills
- Strong leadership skills

Contact: J. Gruber, [jim.gruber@coxinc.com](mailto:jim.gruber@coxinc.com)

**Packaging Associates**

Cox Media Group Ohio is seeking qualified candidates to work at its Print Technology Center in Franklin, Ohio.

**Responsibilities:**

- Feeding of pre-printed materials and newspaper sections into the insert machine
- Stacking of bundled newspapers from press delivery systems and transporting to appropriate areas
- Removal of newspaper sections and/or pre-printed materials from created packages

Contact: [kymberly.bell@coxinc.com](mailto:kymberly.bell@coxinc.com)

**Responsibilities Continued:**

- Operation of powered strapping equipment
- Cleaning of work area as needed

**Minimum Qualifications:**

- At least 18 years of age
- Ability to lift 20 to 50 lbs repeatedly
- Ability to stand for long periods of time

**We offer these excellent benefits:**

Medical | Dental | Vision | Pension | 401k with a company match | Paid vacation | Onsite Fitness center & dining facility

**To apply, submit resume to the listed contact**

**Subject Line: Position Name**

**Please include salary requirements**

No telephone calls please

Cox Media Group Ohio is the area's leading single, integrated media organization. This organization is comprised of WHIO-TV's Channel 7, the Dayton Daily News, Springfield News-Sun, Journal-News, Cox Ohio's Southwestern Ohio weekly newspapers, our commercial printing and mail operations and Cox radio stations in Dayton (WHIO AM and FM, WHKO and WZLR). Cox was started in 1898 by Governor James M. Cox. Cox Media Group Ohio is a unit of Cox Enterprises.

*Cox Media Group Ohio is an Equal Opportunity Employer*

*Revised: 02.2014*

## **Mitchell, Toni (CMG-Dayton)**

---

**From:** Reinman, Sarah (CMG-Dayton)  
**Sent:** Monday, April 07, 2014 11:14 AM  
**To:** Adams, John (CMG-Dayton); Allan, Lisa (CMG-Dayton); Beale, Chip (CMG-Dayton); Bell, Kymberly (CMG-Dayton); 'Burzynski, Amy'; Condit, John (CMG-Dayton); Gamble, Phonda (CMG-Dayton); Gillette, Rich (CMG-Dayton); Hall, Sharon (CMG-Dayton); Hoekstra, Vicky (CMG-Dayton); Houseman, Lori (CMG-Dayton); Johnson, Lucy (CMG-Dayton); Karlson, Bruce (CMG-Dayton); Klopfenstein, Suzanne (CMG-Dayton); Lane, Kathy (CMG-Dayton); 'Mehaffie, Steve (CMG-Dayton)'; Miller, Michele (CMG-Dayton); Scherbauer, Lisa (CMG-Dayton); Stevens, Diane (CMG-Dayton); Stevens, Linda (CMG-Dayton)  
**Subject:** Open Positions  
**Attachments:** CMGO\_positions\_04.07.2014.docx

Good Morning,

Please post at your location.

Thanks!

**Sarah Reinman** | HR Administrator

Cox Media Group Ohio | 1611 S. Main St. Dayton, Ohio 45409

Ph: 937-225-6998 Email: [sarah.reinman@coxinc.com](mailto:sarah.reinman@coxinc.com)

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Newspaper | Television | Radio | Targeted Print, Event & Digital Products | Commercial Print | Direct Mail | Digital Ad Services

## Cox Media Group Ohio Open Positions 04.07.2014

Dept	Position & Description
Eng.	<p><b>Assistant Chief Engineer</b></p> <p><b>Job Description:</b> The Assistant Chief Engineer supports the growth and profitability of CMG Ohio radio operations through maintaining all technology, systems, and equipment necessary to deliver news, advertising and information across our radio platforms. This position provides proactive maintenance support to ensure product quality, 24/7 uptimes, reduced business operational risk and provide strategic planning of radio engineering to drive our business forward. The Assistant Chief Engineer will actively engage in strategic planning, development and communication of radio industry knowledge to set and achieve best practices, internal communication and process improvement. The Assistant Chief Engineer will have a strong focus on customer focus that will drive process and quality improvement. This position will be key support for all radio related issues.</p> <p><b>Operational responsibilities</b></p> <p>Maintain integrity of on-air product.</p> <ul style="list-style-type: none"> <li>• Maintain, troubleshoot &amp; repair of equipment and systems, including remote control and monitoring of multi-site facilities</li> <li>• Install technical equipment &amp; systems at studio, transmitter and STL sites, in company vehicles and remotes sites in keeping with good engineering practices.</li> <li>• Document: using a computerized database, word processor &amp; drawing program, plus manual drafting; equipment &amp; wiring of systems &amp; equipment.</li> <li>• Assist in planning &amp; development of all aspects of AM/FM radio technical facilities, including telephone, satellite, STL, monitoring systems, computers and networks.</li> <li>• Support station &amp; field operations, as necessary.</li> <li>• Create instructional materials and teach technical and non-technical personnel the proper use of equipment.</li> <li>• Experience with remote broadcast operations including field equipment, ISDN and IP CODECS, IP networking, IP switching/routing and 3G/4G delivery platforms.</li> <li>• Some supervisorial duties and backup for Chief Engineers will be required.</li> <li>• Must be available to support 24/7 operations.</li> </ul> <p><b>Cross-functional team player</b></p> <ul style="list-style-type: none"> <li>• Foster open communication with staff, and support team's vision, direction, and priorities.</li> <li>• Assist in establishing mission critical procedures.</li> <li>• Support a positive business climate which motivates employees.</li> <li>• Demonstrate the flexibility necessary to adjust to changing/additional duties and responsibilities as the markets and company changes.</li> </ul> <p><b>Required Skills and Qualifications</b></p> <ul style="list-style-type: none"> <li>• 3+ years of relevant work experience in radio engineering operations.</li> <li>• Associates degree / or equivalent work experience,</li> <li>• Strong communication skills (verbal, written and presentation) required.</li> <li>• Strong understanding of radio transmitter operation.</li> <li>• Proven ability to implement, execute and multi-task to meet aggressive project deadlines.</li> <li>• Ability to travel based on business need is required.</li> <li>• Must have a valid driver's license.</li> </ul> <p><b>Preferred Experience</b></p> <ul style="list-style-type: none"> <li>• SBE Certification</li> <li>• Comprehensive knowledge of IT equipment as it pertains to radio broadcast and business operations.</li> </ul> <p>Contact: D. Thomas, <a href="mailto:dave.thomas@coxinc.com">dave.thomas@coxinc.com</a></p>
Mkt	<p><b>Promotions Street Team Member – Part Time</b></p> <p>The primary job of the Promotions Street Team member is to be the face of CMGO and 'hit the streets' promoting our individual brands. The individual will focus on our 'hot zips' and pass out branded merchandise, hold exclusive promotional opportunities and educate others about our brands. Our goal is to want people to walk away with a great experience and to be impressed with our company.</p> <p><b>Qualifications &amp; Requirements:</b></p> <ul style="list-style-type: none"> <li>• Must be a social, outgoing, high-energy individual who is enthusiastic about promotions and marketing</li> <li>• Must have a flexible schedule and is able to work days, nights and weekends</li> <li>• Must be a great communicator and able to demonstrate/educate individuals with our brands, apps or any promotions that we might have going on at the time</li> <li>• Someone who is a self-motivator and is willing to approach clients, listeners, etc. and feels comfortable interacting with them</li> <li>• Willing to work outdoors in any condition</li> <li>• Working knowledge of Word, Excel, PowerPoint, Adobe, Photo Shop and Outlook is a must</li> <li>• Ability to write reports and recaps summaries for company and clients</li> <li>• Must have a valid Ohio driver's license, proof of insurance and reliable transportation</li> <li>• Great verbal, written, organizational and interpersonal skills</li> <li>• College graduate preferred. 1+ years in promotions or marketing</li> <li>• Physical Demands: While performing the duties of this job, the employee could also be required to stand, walk or sit for a longer period of time. Lift and/or move items up to 50+ pounds, including setting up a 10'x10' tent.</li> </ul> <p>Contact: Meghan Minshall, <a href="mailto:Meghan.minshall@coxinc.com">Meghan.minshall@coxinc.com</a></p>

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## Cox Media Group Ohio Open Positions 04.07.2014

**Ops**

### **Machine Operator**

CMG Ohio is seeking a full time Machine Operator.

#### **Responsibilities:**

- Plan and set-up the inserting machine for the production run including setting up detectors for misses and doubles.
- Identify and correct malfunctions in the machine
- Check all inserts prior to the start of production run
- Trucking inserts/preprints to assign machine
- Quality control
- Meet production goals set by supervisor
- Prepare daily report on any shortages or product damage
- Communicates extensively with supervisors and packaging associates regarding manpower and machinery used on a shift by shift basis and adjust and reacts to emergency or mechanical failure to meet deadline and production qualities.
- Routinely evaluates equipment and procedures and works closely with immediate supervisor to implement changes to ensure an efficient, deadline oriented operation

#### **Minimum Requirements:**

- Must be reliable
- Self-motivated individual that is capable of setting up and operating the Heidelberg NP-632 Inserter with dual output and automated dual infeed capabilities, as well as all up-stream and down-stream equipment.
- High degree of mechanical ability,
- Ability to adapt and react quickly to deadline pressures, mechanical and procedural emergencies and ever changing production tasks.
- Good computer skills
- Familiar with zoning schemes a plus
- Ability to interact with and direct a diverse work force
- Ability to prioritize and handle multiple tasks on a daily basis
- Must possess basic math skills
- Ability to solve problems quickly and logically to accommodate work flow needs and independently make decision using experience and logic as a guideline.

**Hours:** Flexibility a must schedules may include weekends and holidays

Contact: Melissa Brown, [Melissa.brown@coxinc.com](mailto:Melissa.brown@coxinc.com)

Salary Grade: 4

Min	Mid	Max
\$25,055	\$31,983	\$38,455

### **Electronic Systems Engineer**

Cox Media Group is seeking a full time Electronic Systems Engineer.

#### **Responsibilities:**

- Develop and install monitoring equipment and develop troubleshooting procedure
- Utilize troubleshooting software programs to reduce equipment down time.
- Troubleshoot computers, software programs, and computer-related hardware.
- Develop and implement electronic system back-up and recovery procedures.

#### **Minimum Qualifications:**

- Must have a minimum of 8 years' experience as an electronic technician / PLC Programmer with software experience.
- Extensive knowledge of the installation, programming, debugging, and troubleshooting of programmable logic controllers and AC/ DC variable speed drives.
- Extensive knowledge of computer operating systems, installing, operating, and troubleshooting software programs.
- Must have a degree in Electronics and / or a minimum of 6 years related work experience.
- Strong understanding of industrial electrical systems; 3- phase, power, transformers, switchgear, uninterruptible power supplies, motor starters, etc.
- Ability to use tools to troubleshoot electronic systems
- Experience in working with voltages from 5 VDC to 480 VAC.

Strong understanding of and ability to use effectively some of the following software programs: **Siemens, GE Fanuc, Allen Bradley, Texas Instruments and EAE (FPS) / Indramat control systems.**

Contact: Steve Peyton, [steve.peyton@coxinc.com](mailto:steve.peyton@coxinc.com)

Salary Grade: 8

Min	Mid	Max
\$43,205	\$56,055	\$68,905

## Cox Media Group Ohio Open Positions 04.07.2014

### **Digital Media Consultant (Search)**

Are you a sales professional driven to continuously find new clients and grow their business? Are you looking for a career with a company dedicated to solve a client's digital challenges? If so this may be the job for you!

As a Digital Media Consultant (New Business Development) you will be responsible for helping local businesses grow their market through selling our extensive suite of digital solutions, highlighted by SEM and our Premier Partnership with Google. Your focus will be driving new revenue through your own lead generation, performing a comprehensive exploration into a customer's needs to provide the best possible solution, in-person client presentations and demonstrations, while understanding the competitive landscape to identify where we can best succeed.

#### **Our Digital Solutions Include:**

- Search Engine Marketing (SEM)
- Search Engine Optimization (SEO)
- Targeted display across extensive ad network (including top local sites)
- Retargeting
- Responsive website design
- Dynamic creative
- Social Media
- Content Marketing
- Along with constantly adopting new and improved solutions

#### **Primary Responsibilities:**

- Exceed Digital Media sales goals
- Develop extensive prospect pipeline of new clients
- Assess clients marketing needs and build corresponding strategic solutions
- Be the SEM point person for CMGO, including education of clients and sales department
- Continuously network to build local relationships
- Manage fulfillment of Digital media campaigns

#### **Essential Skills:**

- Goal oriented with a need to win!
- Proven, Successful Digital Media sales and service experience
- Extensive experience understanding the execution and optimization of AdWords campaigns
- Persuasiveness and sale closing ability
- Self-motivated and ability to work well under pressure
- Excellent written and oral communication skills
- Google Ad Words certification required, IAB certification preferred
- Outstanding computer skills including solid knowledge of Microsoft Excel, Word and PowerPoint
- Technical aptitude (including basic knowledge of HTML, DFP)
- Ability to learn and operate a number of internal computer programs and systems
- Strong organizational and process management skills
- Ability to manage multiple daily tasks; experience with a CRM system
- Flexibility to work in a rapidly changing environment
- Technically savvy and proficient user of an iPad
- Strong focus on teamwork and ability to manage relationships across multiple departments
- Results oriented with great attention to detail
- Able to apply creative thinking and exceptional problem solving skills
- Ability to execute all aspects of the sales process

**Minimum Education Requirements:** Bachelor's Degree required or 5-7 years equivalent experience.

**Experience Requirement:** A minimum of 2-3 years' experience in a digital sales role.

**Contact:** Beth Korab, [beth.korab@coxinc.com](mailto:beth.korab@coxinc.com)

### **Product Coordinator**

Cox Media Group Ohio is seeking a Product Coordinator. This role will work to create and maintain integrated media revenue streams across CMG-D. This role typically works with one media product at the specialist or manager level, and creates, manages, maintains or coordinates that product or revenue stream. Will work with various levels of sales, assistants or specialists. This position mainly supports our Direct Mail/Commercial Print line of business, but may at times support any of the following product lines (digital, preprints, print special sections, TV events), often acting as a liaison between sales, sales assisting and specialists/trafficking/PTC etc. to ensure execution and fulfillment.

**Duties may include a variety of the following:**

- Media Coordination
- Work with Media Consultants and core Media Consultants to create and implement successful advertising campaigns in the area of Direct Mail/Commercial Print.
- Leads Quality assurance to minimize errors throughout the direct mail process
- Work closely with the print shop and direct mail staffs to ensure jobs flow thru the system correctly, and communication flows between printshop and advertising.
- Responds to deadlines, to ensure daily completion of all quotes or outstanding issues prior to close of business
- Product coordination for specific revenue-generating products of Direct Mail; as well as potentially digital, preprints, print special

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## Cox Media Group Ohio Open Positions 04.07.2014

sections, TV events, etc.

- Comfortably talk to customers(internal/external) via phone about issues, and walk them through problems, which may include working on credits, entering or altering information as needed
- Able to assess and troubleshoot order entry problems
- Often involved in product redesign and testing of new functionality
- Outstanding computer skills including solid knowledge of Microsoft Excel, Word and PowerPoint.
- Ability to learn and operate a number of internal computer programs and systems.
- Able to use research and analysis to measure the success of programs and to make recommendations based on that data to meet client needs
- Ability to balance the needs of the customer while maintaining corporate objectives.
- Flexibility to work in a rapidly changing environment
- Ability to manage multiple daily tasks, as well as strategic long-term projects.
- Self motivated and ability to work well under pressure
- Strong focus on teamwork and ability to manage relationships across multiple departments
- Excellent written and oral communication skills
- Results oriented with great attention to detail and organizational skills.
- Strong customer service experience and leadership ability.
- Technical aptitude (including basic knowledge of HTML) helpful

### Qualifications:

- DT knowledge
- Direct Mail knowledge
- Powerpoint skills
- Understanding of research and using it effectively
- Knowledge of the sales funnel and sales practices
- Works well in team settings
- Strong Customer Service skills
- Willing to take on responsibilities with little direction
- Knowledge of Cox Ohio products features/benefits and how direct mail can relate to them

### Preferred:

- Bachelor's Degree or equivalent experience
- Strong process or project management skills
- Able to apply creative thinking and exceptional problem solving skills
- Intermediate Microsoft Office skills
- Knowledge of Postal business mail regulations, Mailpiece design, data science analysis a plus

Contact: Sharlene Bly, [Sharlene.bly@coxinc.com](mailto:Sharlene.bly@coxinc.com)

Salary Grade: 6

Min	Mid	Max
\$32,758	\$42,088	\$51,508

## **Mitchell, Toni (CMG-Dayton)**

---

**From:** Reinman, Sarah (CMG-Dayton)  
**Sent:** Tuesday, July 29, 2014 4:43 PM  
**To:** Clark State Community College; Collegiate Broadcasters, Inc.; Dayton NAACP; Day-Vest; Edison State Community College; Emi Tiley; Eric Anderson; Fortis & Rets; Howard University; IBC - Kenny Pyles; Indiana Wesleyan University; Job Center; Kent State University; Leadership Institute; Melinda Jeffery; Miami Jacobs - Columbus; Miami Jacobs College; Miami University - Career; NAB Career Center; Ohio Center for Broadcasting; Ohio University; Sinclair College - Career; Wilberforce University - Career  
**Subject:** Job Opportunities: Cox Media Group Ohio  
**Attachments:** CMG Ohio Positions 07.29.2014.pdf

Greetings,

Here is a current list of open positions in Cox Media Group (CMG) Ohio. We are currently seeking qualified candidates for these positions. Please distribute these openings throughout your organization.

Best Regards,  
Sarah

**Sarah Reinman** | HR Administrator

Cox Media Group Ohio | 1611 S. Main St. Dayton, Ohio 45409

Ph: 937-225-6998 Email: [sarah.reinman@coxinc.com](mailto:sarah.reinman@coxinc.com)

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### HR MANAGER – University and Employee Relations

The **Human Resource Manager** serves as a key business partner and provides a variety of human resources consulting services in collaboration with the Director, HR. This role will provide HR support and expertise in the core functional areas of Human Resources with a major focus on **diversity** and **building our brand and relationships with local colleges and universities** focusing on and identifying talent. Successful candidates will also have **recruiting** and some **employee relations** experience. This role implements tactical and strategic HR programs and is responsible for continuously evaluating and optimizing operational efficiencies. Incumbent will have foundational knowledge of organizational development working in a corporate environment.

#### Primary Responsibilities and Essential Functions

- Serve as the expert in college recruiting and developing internship programs as well as defining and monitoring key metrics to evaluate campus recruitment
- Technical HR knowledge, e.g., employment laws, FLSA, recruiting and selection, talent management, and training and development.
- Knowledge of HR best practices and demonstrated success working with college relation programs.
- Strong organizational and leadership skills and demonstrated ability to manage conflicting priorities.

#### Minimum Requirements

- Bachelor's degree in related field or equivalent experience
- Minimum of five (5) to seven (7) years of HR experience, with a minimum of (3) years in HR Manager or comparable role supporting client groups of 200+ employees
- 2-3 years' experience in building relationships with colleges and universities and internship programs

#### Preferred

- Experience working with employee relations
- Project management
- PHR or SPHR certification a plus
- Ability to prioritize and deliver results against a work plan in a fast-paced environment, giving attention to detail
- Excellent communication skills, both written and oral.
- Ability to work with little or no supervision.
- Demonstrated analytical and problem solving skills.

Reference Number: 146232

### Operating Technician

The Operating Technician will play an integral part in the "on-air" operations for CMG Ohio. This person will be responsible to work as both at Technical Director and Master Control Operator. The Operating Technician will be a problem solver, energetic, service oriented, well organized, detailed oriented and able to multi-task in a high energy fast paced evolving environment to support the Engineering/Newsroom operations. The successful candidate must have a strong technical aptitude with the ability to understand the newscast operation and workflow.

#### Operational responsibilities

- Responsible for production control room equipment
- Work with Producers in the control room to produce a newscast minimizing errors
- Troubleshoot issues that may occur in the control room during newscasts
- Operates all necessary equipment for each newscast
- Operates multiple assets of our Master Control and Production Control rooms

#### Cross-functional team player

- Foster open communication with staff, and support team's vision, direction, and priorities
- Collaborates with the newsroom on broadcast related issues
- Support a positive business climate which motivates employees
- Demonstrate the flexibility necessary to adjust to changing/additional duties and responsibilities as the markets and company changes
- Must be a team player with the ability to multi-task in a fast paced rapidly changing environment

Reference: 145750

### News Photographer/Editor

WHIO-TV and Cox Media Group is seeking a part-time news photographer/editor to work as part of our award-winning team in Dayton, Ohio. We're a company that is leading the way in the multi-platform journalism. You'll be part of a group that is dedicated to serving our customers through our television, print, radio and digital platforms. There is no guarantee this part-time position will become fulltime.

#### Position Responsibilities:

- Must be able to work in high-pressure situations
- Must be able to make quick editorial and technical decisions in the field and during editing
- Must work well in all types of outdoor conditions
- Must be flexible in scheduling due to the changing needs of news events, including being on-call
- Must have a team attitude for winning with an emphasis on finding solutions and not problems

#### Position Requirements:

- At least 1 year experience working in a television news environment, including but not limited to shooting news video
- non-linear editing, shooting live shots and lighting
- Experience with ENG truck operation desired
- Be able to lift and carry upwards of 50lbs of equipment

Reference Number: 143920

### Graphic Designer

Cox Media Group Ohio has a rare job opportunity for a Graphic Designer to join its dynamic creative team. The position includes a diverse mix of media experiences for an enterprising designer. Work inside a leading-edge media center, creating still and animated graphics for a variety of cross-platform projects including the #1 ranked CBS affiliate in the country, as well as projects for a variety of digital properties, newspaper and radio.

#### Requirements:

- Bachelor of Arts or equivalent training
- Ability to work under tight deadlines while maintaining a high quality of work

#### Preferred:

- 4 years professional design experience in a broadcast environment or equivalent
- Knowledge of DEKO, Chyron, or other graphic playback systems



- Working knowledge of Adobe Creative Suite, primarily Photoshop, Illustrator, and After Effects
- Proficiency in Cinema 4D
- Excellent communication skills
- A great attitude and desire to collaborate
- Strong project management skills and ability to prioritize
- Self-motivation
- A strong graphic design demo establishing 2D and 3D animation skills (resumes without a link demonstrating your work will not be considered.)

Submit Resume and link to Reel  
Reference Number: 144239

#### **Traffic Assistant**

The Traffic Assistant provides internal and external customer support to facilitate advertising media schedules and products for sales. This role requires technical skills and will be responsible for processing traffic and copy instructions for local and national advertising which includes constant communication with media consultants and agencies. Produces dub lists, and can trouble shoot issues as needed. In addition this person will serve as a backup in other capacities within the traffic team which could include network reporting, national sales support and other duties as assigned. Knowledge of OSI helpful, proficient in Microsoft office products. Excellent communication skills verbal and written with attention to detail a must. Knowledge of sales workflow and sales practices helpful. Willing to take initiative to provide solutions when solving customer concerns/issues. Be able to work non-traditional hours as needed. Deadline driven/fast paced work environment. Reference Number: 144591

#### **Account Executive, Northern Cincinnati**

Cox Media Group Ohio, located in Liberty Township, is seeking an Outside Sales Media Consultant who is responsible for developing client relationships by planning, presenting, placing and directing print and digital advertising buys and campaigns. Priorities include continuous account development and new business account development through aggressive sales strategy including thorough needs analysis utilizing the full line of Cox Media Group Ohio products.

##### **Requirements:**

- Determines print and online advertising campaign requirements
- Identifies current and future customer service requirements by establishing rapport with customers
- Helps customer develop and maximize advertising budget
- Obtains client acceptance by developing campaign strategy and presenting multimedia solutions and implements campaigns by negotiating and authorizing contracts
- Evaluates and adjusts/redirects campaigns by studying and analyzing results
- Develops new business contacts and opportunities through networking, territory mining and referrals
- Prepares reports for customers by collecting, analyzing and summarizing information and trends
- Responsible for reaching monthly revenue goals
- Maintains professional knowledge
- Contributes to the company team effort by accomplishing related results

##### **Minimum Qualifications:**

- Bachelor's degree preferred with emphasis on marketing, management or communications
- At least three years of successful sales experience required with strong emphasis in business-to-business sales
- Media sales experience with a track record of success
- Multimedia sales experience including digital preferred
- Ability to develop proposals and campaigns
- General business understanding of marketing and pricing models
- Proposal development and negotiating skills
- Excellent customer service, communication and presentation skills
- Strong computer skills including Microsoft Office, internet and online sales opportunities
- Ability to think creatively with good time management and teamwork skills

Reference Number: 143236

#### **Outside Single Copy Sales**

This position is responsible for managing the tactical execution of sales strategies for CMGO single copy newspapers including the Dayton Daily News and all CMGO community newspapers. This outside sales position will work with multiple levels of our largest retail distributors to maximize in-store exposure and sales.

##### **Key responsibilities include:**

- Developing and executing sales and promotion plans for single copy retail outlets that result in increased sales of our newspapers.
- Achieving budgeted volume and revenue goals for single copy newspapers.
- Making outside sales calls to key retail outlets to maximize single copy sales.
- Optimize point-of-purchase exposure throughout CMGO markets that results in winning the store-by-store promotional battles with competitive print products.
- Develop sales tactics to grow digital single copy product sales and engagement. This position is expected to be making outside sales calls every day.
- Maximizing bulk sales of newspapers or digital products to large institutions such as schools, hospitals, events and hotels.
- Working with Marketing and Distribution, utilize all promotional tools, including in-store signage, upcoming Sunday ads, online

- Single Copy retail and corporate route audits to include school accounts.
- Working with schools and teachers to maximize Newspaper in Education copy volume and usage.

##### **Position requirements:**

- Direct outside sales experience required.
- Bachelor's degree or equivalent work experience preferred.
- Excellent and effective communication, interpersonal, and organizational skills.
- Proven history of excellent follow through.
- Must be creative and ready open to new ideas.
- Proven history of building mutually beneficial, needs-based relationships with customers.
- Experience in retail promotions or retail store sales a plus.
- Must be available to work weekends as needed.
- Must be able to work with other departments as needed including Advertising and Marketing

promotion, masthead coupon promotion, e-mail and social media marketing, to maximize single copy sales.

• Advertising or marketing experience a plus  
Reference Number: 00144806

#### Part-Time Board Operator/Producer

This is an entry level but critical position in the radio master control room. This position requires a person to be tech savvy. Employees are responsible for keeping programming on air, engineering local & syndicated talk shows, coordinating live newscasts & following Cox Media Group & FCC guidelines. This is a fast paced position that requires multi-tasking & the ability to trouble-shoot issues under pressure. This person should be a self-starter, critical thinker and takes pride in their work. This person reports to the Assistant Program Director.

##### Job Responsibilities:

- Operation of station broadcast transmitter
- Coordination of remote broadcasts
- Understanding and ability to implement Emergency Alert System
- Producing local & syndicated talk shows
- Assisting anchors with breaking news/editing audio
- Production dubbing & producing
- Maintaining 3 radio station simultaneously
- Other duties as assigned

##### We Look For:

- Reliability
- Willingness to learn

##### We Look For:

- Ability to remain cool under pressure
- A commitment to high performance
- Weekend, evening & on call availability a must
- Knowledge of editing software including Adobe Audition
- 2 years of soundboard/radio experience required

##### We provide:

- Opportunities for advancement
- A positive supportive work environment
- A fun fast paced job for the right person

Reference Number: 140830

#### All Media Journalist

Reporters play key roles in Cox Media Group's drive to be the essential source for local news, cultivating important sources and building relationships that result in scoops. They are accurate, fair, nimble and flexible while providing an acceptable volume of high-quality, unique content for at least three of our four platforms (TV, print, radio, digital). With sound news judgment and a keen understanding of multi-platform news cycles, they create timely content in the forms best suited to each audience's needs. With a keen understanding of each platform's strategies, they create content aimed at growing audience and audience satisfaction. Reporters collaborate closely with content managers but exercise independent judgment and action in the field. They work under pressure and conduct themselves in a professional manner.

##### Responsibilities:

- Gather news stories and images; investigate claims from officials and others; verify accuracy and truthfulness of facts.
- Quickly respond to breaking news and other assignments and return images and information for digital and radio.
- Immediately tell Breaking News Team and editors about breaking/timely news and multi-platform sharing opportunities.
- Capture key images, video and audio and be proficient in visual story-telling
- Apply multi-platform news judgment to all assignments.
- Use social media to engage and grow audience; regularly suggest stories from social media tips and audience engagement.
- Be competent at producing news in all 4 platforms -- radio, TV, print, digital.
- Be able to write clear, accurate and well-written news stories, using critical thinking skills to challenge assumptions.
- Understand audience goals and metrics in all four platforms and know how to use that information to maximize audience engagement and reach.
- Meet additional minimum job requirements and processes for specific broadcast/publishing beat/jobs

##### Minimum Qualifications:

- Valid driver's license and access to transportation
- Excellent writing and communication skills
- Photo/video experience

##### Preferred Qualifications:

- College degree
- At least one year of newsroom experience

##### Job Competencies:

- News judgment, initiative and problem-solving
- Accuracy and thoroughness and sense of urgency
- Dependability and follow-through and able to meet deadlines
- Ability to think and act clearly and quickly under pressure
- Accurate and fast writing/news-gathering skills for all four platforms
- Expertise in all four platforms
- Interviewing skills
- Internal relationship-building, communication and process-following.
- Mastery of promotional and process language
- Bias awareness and ability to balance stories
- Flexibility and ability to quickly adapt to change and work as a team

#### Packaging Associates

Cox Media Group Ohio is seeking qualified candidates to work at its Print Technology Center in Franklin, Ohio.

##### Responsibilities:

- Feeding of pre-printed materials and newspaper sections into the insert machine
- Stacking of bundled newspapers from press delivery systems and transporting to appropriate areas
- Removal of newspaper sections and/or pre-printed materials from created packages

Contact: [kymberly.bell@coxinc.com](mailto:kymberly.bell@coxinc.com)

##### Responsibilities Continued:

- Operation of powered strapping equipment
- Cleaning of work area as needed

##### Minimum Qualifications:

- At least 18 years of age
- Ability to lift 20 to 50 lbs repeatedly
- Ability to stand for long periods of time

Reference Numbers:

Days - 144192

Nights - 144187



**We offer these excellent benefits:**

Medical | Dental | Vision | Pension | 401k with a company match | Paid vacation | Fitness Center

**To apply, go to:**

<http://www.coxmediagroup.com/careers>

No telephone calls please

**Cox Media Group Ohio** is the area's leading single, integrated media organization. This organization is comprised of WHIO-TV's Channel 7, the Dayton Daily News, Springfield News-Sun, Journal-News, Cox Ohio's Southwestern Ohio weekly newspapers, our commercial printing and mail operations and Cox radio stations in Dayton (WHIO AM and FM, WHKO and WZLR). Cox was started in 1898 by Governor James M. Cox. Cox Media Group Ohio is a unit of Cox Enterprises.

*Cox Media Group Ohio is an Equal Opportunity Employer*

*Revised: 07.2014*

Receipt No

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

State OH Zip 45402

**Caller:**

### Standby Type

### Tear sheets





[illegible]

### Outside Sales Modern Consultant

Our Modern Group, Inc., located in North Hollywood, is seeking an Outside Sales-Style Consultant who is responsible for developing their membership by phone, personal, group, and digital marketing and sales. The consultant will be responsible for developing and maintaining a strong relationship with the client, and for generating new business opportunities. The consultant will be responsible for developing and maintaining a strong relationship with the client, and for generating new business opportunities. The consultant will be responsible for developing and maintaining a strong relationship with the client, and for generating new business opportunities.

- [illegible]

TO APPLY GO TO:  
**WWW.COXMEDIAGROUP.COM/CAREERS**

We offer these excellent benefits:

- Medical
- Dental
- Vision
- Pension
- Profit sharing
- 401K with company match

Today's Public **WHISKEY 7**

Ad shown is not actual print size

**Mitchell, Toni (CMG-Dayton)**

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**From:** Reinman, Sarah (CMG-Dayton)  
**Sent:** Tuesday, July 29, 2014 4:43 PM  
**To:** Clark State Community College; Collegiate Broadcasters, Inc.; Dayton NAACP; Day-Vest; Edison State Community College; Emi Tiley; Eric Anderson; Fortis & Rets; Howard University; IBC - Kenny Pyles; Indiana Wesleyan University; Job Center; Kent State University; Leadership Institute; Melinda Jeffery; Miami Jacobs - Columbus; Miami Jacobs College; Miami University - Career; NAB Career Center; Ohio Center for Broadcasting; Ohio University; Sinclair College - Career; Wilberforce University - Career  
**Subject:** Job Opportunities: Cox Media Group Ohio  
**Attachments:** CMG Ohio Positions 07.29.2014.pdf

Greetings,

Here is a current list of open positions in Cox Media Group (CMG) Ohio. We are currently seeking qualified candidates for these positions. Please distribute these openings throughout your organization.

Best Regards,  
Sarah

**Sarah Reinman** | HR Administrator  
Cox Media Group Ohio | 1611 S. Main St. Dayton, Ohio 45409  
Ph: 937-225-6998 Email: [sarah.reinman@coxinc.com](mailto:sarah.reinman@coxinc.com)  
CREATING SOLUTIONS. DELIVERING RESULTS.  
Newspaper | Television | Radio | Targeted Print, Event & Digital Products | Commercial Print | Direct Mail | Digital Ad Services

### HR MANAGER – University and Employee Relations

The **Human Resource Manager** serves as a key business partner and provides a variety of human resources consulting services in collaboration with the Director, HR. This role will provide HR support and expertise in the core functional areas of Human Resources with a major focus on **diversity** and **building our brand and relationships with local colleges and universities** focusing on and identifying talent. Successful candidates will also have **recruiting** and some **employee relations** experience. This role implements tactical and strategic HR programs and is responsible for continuously evaluating and optimizing operational efficiencies. Incumbent will have foundational knowledge of organizational development working in a corporate environment.

#### Primary Responsibilities and Essential Functions

- Serve as the expert in college recruiting and developing internship programs as well as defining and monitoring key metrics to evaluate campus recruitment
- Technical HR knowledge, e.g., employment laws, FLSA, recruiting and selection, talent management, and training and development.
- Knowledge of HR best practices and demonstrated success working with college relation programs.
- Strong organizational and leadership skills and demonstrated ability to manage conflicting priorities.

#### Minimum Requirements

- Bachelor's degree in related field or equivalent experience
- Minimum of five (5) to seven (7) years of HR experience, with a minimum of (3) years in HR Manager or comparable role supporting client groups of 200+ employees
- 2-3 years' experience in building relationships with colleges and universities and internship programs

#### Preferred

- Experience working with employee relations
- Project management
- PHR or SPHR certification a plus
- Ability to prioritize and deliver results against a work plan in a fast-paced environment, giving attention to detail
- Excellent communication skills, both written and oral.
- Ability to work with little or no supervision.
- Demonstrated analytical and problem solving skills.

Reference Number: 146232

### Operating Technician

The Operating Technician will play an integral part in the "on-air" operations for CMG Ohio. This person will be responsible to work as both at Technical Director and Master Control Operator. The Operating Technician will be a problem solver, energetic, service oriented, well organized, detailed oriented and able to multi-task in a high energy fast paced evolving environment to support the Engineering/Newsroom operations. The successful candidate must have a strong technical aptitude with the ability to understand the newscast operation and workflow.

#### Operational responsibilities

- Responsible for production control room equipment
- Work with Producers in the control room to produce a newscast minimizing errors
- Troubleshoot issues that may occur in the control room during newscasts
- Operates all necessary equipment for each newscast
- Operates multiple assets of our Master Control and Production Control rooms

#### Cross-functional team player

- Foster open communication with staff, and support team's vision, direction, and priorities
- Collaborates with the newsroom on broadcast related issues
- Support a positive business climate which motivates employees
- Demonstrate the flexibility necessary to adjust to changing/additional duties and responsibilities as the markets and company changes
- Must be a team player with the ability to multi-task in a fast paced rapidly changing environment

Reference: 145750

### News Photographer/Editor

WHIO-TV and Cox Media Group is seeking a part-time news photographer/editor to work as part of our award-winning team in Dayton, Ohio. We're a company that is leading the way in the multi-platform journalism. You'll be part of a group that is dedicated to serving our customers through our television, print, radio and digital platforms. There is no guarantee this part-time position will become fulltime.

#### Position Responsibilities:

- Must be able to work in high-pressure situations
- Must be able to make quick editorial and technical decisions in the field and during editing
- Must work well in all types of outdoor conditions
- Must be flexible in scheduling due to the changing needs of news events, including being on-call
- Must have a team attitude for winning with an emphasis on finding solutions and not problems

#### Position Requirements:

- At least 1 year experience working in a television news environment, including but not limited to shooting news video
- non-linear editing, shooting live shots and lighting
- Experience with ENG truck operation desired
- Be able to lift and carry upwards of 50lbs of equipment

Reference Number: 143920

### Graphic Designer

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#### Requirements:

- Bachelor of Arts or equivalent training
- Ability to work under tight deadlines while maintaining a high quality of work

#### Preferred:

- 4 years professional design experience in a broadcast environment or equivalent
- Knowledge of DEKO, Chyron, or other graphic playback systems

- Working knowledge of Adobe Creative Suite, primarily Photoshop, Illustrator, and After Effects
- Proficiency in Cinema 4D
- Excellent communication skills
- A great attitude and desire to collaborate
- Strong project management skills and ability to prioritize
- Self-motivation
- A strong graphic design demo establishing 2D and 3D animation skills (resumes without a link demonstrating your work will not be considered.)

Submit Resume and link to Reel  
Reference Number: 144239

#### **Traffic Assistant**

The Traffic Assistant provides internal and external customer support to facilitate advertising media schedules and products for sales. This role requires technical skills and will be responsible for processing traffic and copy instructions for local and national advertising which includes constant communication with media consultants and agencies. Produces dub lists, and can trouble shoot issues as needed. In addition this person will serve as a backup in other capacities within the traffic team which could include network reporting, national sales support and other duties as assigned. Knowledge of OSI helpful, proficient in Microsoft office products. Excellent communication skills verbal and written with attention to detail a must. Knowledge of sales workflow and sales practices helpful. Willing to take initiative to provide solutions when solving customer concerns/issues. Be able to work non-traditional hours as needed. Deadline driven/fast paced work environment. Reference Number: 144591

#### **Account Executive, Northern Cincinnati**

Cox Media Group Ohio, located in Liberty Township, is seeking an Outside Sales Media Consultant who is responsible for developing client relationships by planning, presenting, placing and directing print and digital advertising buys and campaigns. Priorities include continuous account development and new business account development through aggressive sales strategy including thorough needs analysis utilizing the full line of Cox Media Group Ohio products.

##### **Requirements:**

- Determines print and online advertising campaign requirements
- Identifies current and future customer service requirements by establishing rapport with customers
- Helps customer develop and maximize advertising budget
- Obtains client acceptance by developing campaign strategy and presenting multimedia solutions and implements campaigns by negotiating and authorizing contracts
- Evaluates and adjusts/redirects campaigns by studying and analyzing results
- Develops new business contacts and opportunities through networking, territory mining and referrals
- Prepares reports for customers by collecting, analyzing and summarizing information and trends
- Responsible for reaching monthly revenue goals
- Maintains professional knowledge
- Contributes to the company team effort by accomplishing related results

##### **Minimum Qualifications:**

- Bachelor's degree preferred with emphasis on marketing, management or communications
- At least three years of successful sales experience required with strong emphasis in business-to-business sales
- Media sales experience with a track record of success
- Multimedia sales experience including digital preferred
- Ability to develop proposals and campaigns
- General business understanding of marketing and pricing models
- Proposal development and negotiating skills
- Excellent customer service, communication and presentation skills
- Strong computer skills including Microsoft Office, internet and online sales opportunities
- Ability to think creatively with good time management and teamwork skills

Reference Number: 143236

#### **Outside Single Copy Sales**

This position is responsible for managing the tactical execution of sales strategies for CMGO single copy newspapers including the Dayton Daily News and all CMGO community newspapers. This outside sales position will work with multiple levels of our largest retail distributors to maximize in-store exposure and sales.

##### **Key responsibilities include:**

- Developing and executing sales and promotion plans for single copy retail outlets that result in increased sales of our newspapers.
- Achieving budgeted volume and revenue goals for single copy newspapers.
- Making outside sales calls to key retail outlets to maximize single copy sales.
- Optimize point-of-purchase exposure throughout CMGO markets that results in winning the store-by-store promotional battles with competitive print products.
- Develop sales tactics to grow digital single copy product sales and engagement. This position is expected to be making outside sales calls every day.
- Maximizing bulk sales of newspapers or digital products to large institutions such as schools, hospitals, events and hotels.
- Working with Marketing and Distribution, utilize all promotional tools, including in-store signage, upcoming Sunday ads, online

- Single Copy retail and corporate route audits to include school accounts.
- Working with schools and teachers to maximize Newspaper in Education copy volume and usage.

##### **Position requirements:**

- Direct outside sales experience required.
- Bachelor's degree or equivalent work experience preferred.
- Excellent and effective communication, interpersonal, and organizational skills.
- Proven history of excellent follow through.
- Must be creative and ready open to new ideas.
- Proven history of building mutually beneficial, needs-based relationships with customers.
- Experience in retail promotions or retail store sales a plus.
- Must be available to work weekends as needed.
- Must be able to work with other departments as needed including Advertising and Marketing

promotion, masthead coupon promotion, e-mail and social media marketing, to maximize single copy sales.

• Advertising or marketing experience a plus  
Reference Number: 00144806

#### Part-Time Board Operator/Producer

This is an entry level but critical position in the radio master control room. This position requires a person to be tech savvy. Employees are responsible for keeping programming on air, engineering local & syndicated talk shows, coordinating live newscasts & following Cox Media Group & FCC guidelines. This is a fast paced position that requires multi-tasking & the ability to trouble-shoot issues under pressure. This person should be a self-starter, critical thinker and takes pride in their work. This person reports to the Assistant Program Director.

##### Job Responsibilities:

- Operation of station broadcast transmitter
- Coordination of remote broadcasts
- Understanding and ability to implement Emergency Alert System
- Producing local & syndicated talk shows
- Assisting anchors with breaking news/editing audio
- Production dubbing & producing
- Maintaining 3 radio station simultaneously
- Other duties as assigned

##### We Look For:

- Reliability
- Willingness to learn

##### We Look For:

- Ability to remain cool under pressure
- A commitment to high performance
- Weekend, evening & on call availability a must
- Knowledge of editing software including Adobe Audition
- 2 years of soundboard/radio experience required

##### We provide:

- Opportunities for advancement
- A positive supportive work environment
- A fun fast paced job for the right person

Reference Number: 140830

#### All Media Journalist

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- Quickly respond to breaking news and other assignments and return images and information for digital and radio.
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- Apply multi-platform news judgment to all assignments.
- Use social media to engage and grow audience; regularly suggest stories from social media tips and audience engagement.
- Be competent at producing news in all 4 platforms – radio, TV, print, digital.
- Be able to write clear, accurate and well-written news stories, using critical thinking skills to challenge assumptions.
- Understand audience goals and metrics in all four platforms and know how to use that information to maximize audience engagement and reach.
- Meet additional minimum job requirements and processes for specific broadcast/publishing beat/jobs

##### Minimum Qualifications:

- Valid driver's license and access to transportation
- Excellent writing and communication skills
- Photo/video experience

##### Preferred Qualifications:

- College degree
- At least one year of newsroom experience

##### Job Competencies:

- News judgment, initiative and problem-solving
- Accuracy and thoroughness and sense of urgency
- Dependability and follow-through and able to meet deadlines
- Ability to think and act clearly and quickly under pressure
- Accurate and fast writing/news-gathering skills for all four platforms
- Expertise in all four platforms
- Interviewing skills
- Internal relationship-building, communication and process-following.
- Mastery of promotional and process language
- Bias awareness and ability to balance stories
- Flexibility and ability to quickly adapt to change and work as a team

#### Packaging Associates

Cox Media Group Ohio is seeking qualified candidates to work at its Print Technology Center in Franklin, Ohio.

##### Responsibilities:

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- Stacking of bundled newspapers from press delivery systems and transporting to appropriate areas
- Removal of newspaper sections and/or pre-printed materials from created packages

Contact: [kymberly.bell@coxinc.com](mailto:kymberly.bell@coxinc.com)

##### Responsibilities Continued:

- Operation of powered strapping equipment
- Cleaning of work area as needed

##### Minimum Qualifications:

- At least 18 years of age
- Ability to lift 20 to 50 lbs repeatedly
- Ability to stand for long periods of time

Reference Numbers:

Days – 144192

Nights - 144187





**We offer these excellent benefits:**

Medical | Dental | Vision | Pension | 401k with a company match | Paid vacation | Fitness Center

**To apply, go to:**

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*Cox Media Group Ohio is an Equal Opportunity Employer*

*Revised: 07.2014*

**Mitchell, Toni (CMG-Dayton)**

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**From:** Reinman, Sarah (CMG-Dayton)  
**Sent:** Tuesday, July 29, 2014 4:43 PM  
**To:** Clark State Community College; Collegiate Broadcasters, Inc.; Dayton NAACP; Day-Vest; Edison State Community College; Emi Tiley; Eric Anderson; Fortis & Rets; Howard University; IBC - Kenny Pyles; Indiana Wesleyan University; Job Center; Kent State University; Leadership Institute; Melinda Jeffery; Miami Jacobs - Columbus; Miami Jacobs College; Miami University - Career; NAB Career Center; Ohio Center for Broadcasting; Ohio University; Sinclair College - Career; Wilberforce University - Career  
**Subject:** Job Opportunities: Cox Media Group Ohio  
**Attachments:** CMG Ohio Positions 07.29.2014.pdf

Greetings,

Here is a current list of open positions in Cox Media Group (CMG) Ohio. We are currently seeking qualified candidates for these positions. Please distribute these openings throughout your organization.

Best Regards,  
Sarah

**Sarah Reinman** | HR Administrator  
Cox Media Group Ohio | 1611 S. Main St. Dayton, Ohio 45409  
Ph: 937-225-6998 Email: [sarah.reinman@coxinc.com](mailto:sarah.reinman@coxinc.com)  
CREATING SOLUTIONS. DELIVERING RESULTS.  
Newspaper | Television | Radio | Targeted Print, Event & Digital Products | Commercial Print | Direct Mail | Digital Ad Services

### HR MANAGER – University and Employee Relations

The **Human Resource Manager** serves as a key business partner and provides a variety of human resources consulting services in collaboration with the Director, HR. This role will provide HR support and expertise in the core functional areas of Human Resources with a major focus on **diversity** and **building our brand and relationships with local colleges and universities** focusing on and identifying talent. Successful candidates will also have **recruiting** and some **employee relations** experience. This role implements tactical and strategic HR programs and is responsible for continuously evaluating and optimizing operational efficiencies. Incumbent will have foundational knowledge of organizational development working in a corporate environment.

#### Primary Responsibilities and Essential Functions

- Serve as the expert in college recruiting and developing internship programs as well as defining and monitoring key metrics to evaluate campus recruitment
- Technical HR knowledge, e.g., employment laws, FLSA, recruiting and selection, talent management, and training and development.
- Knowledge of HR best practices and demonstrated success working with college relation programs.
- Strong organizational and leadership skills and demonstrated ability to manage conflicting priorities.

#### Minimum Requirements

- Bachelor's degree in related field or equivalent experience
- Minimum of five (5) to seven( 7) years of HR experience, with a minimum of (3)years in HR Manager or comparable role supporting client groups of 200+ employees
- 2-3 years' experience in building relationships with colleges and universities and internship programs

#### Preferred

- Experience working with employee relations
- Project management
- PHR or SPHR certification a plus
- Ability to prioritize and deliver results against a work plan in a fast-paced environment, giving attention to detail
- Excellent communication skills, both written and oral.
- Ability to work with little or no supervision.
- Demonstrated analytical and problem solving skills.

Reference Number: 146232

### Operating Technician

The Operating Technician will play an integral part in the "on-air" operations for CMG Ohio. This person will be responsible to work as both at Technical Director and Master Control Operator. The Operating Technician will be a problem solver, energetic, service oriented, well organized, detailed oriented and able to multi-task in a high energy fast paced evolving environment to support the Engineering/Newsroom operations. The successful candidate must have a strong technical aptitude with the ability to understand the newscast operation and workflow.

#### Operational responsibilities

- Responsible for production control room equipment
- Work with Producers in the control room to produce a newscast minimizing errors
- Troubleshoot issues that may occur in the control room during newscasts
- Operates all necessary equipment for each newscast
- Operates multiple assets of our Master Control and Production Control rooms

#### Cross-functional team player

- Foster open communication with staff, and support team's vision, direction, and priorities
- Collaborates with the newsroom on broadcast related issues
- Support a positive business climate which motivates employees
- Demonstrate the flexibility necessary to adjust to changing/additional duties and responsibilities as the markets and company changes
- Must be a team player with the ability to multi-task in a fast paced rapidly changing environment

Reference: 145750

### News Photographer/Editor

WHIO-TV and Cox Media Group is seeking a part-time news photographer/editor to work as part of our award-winning team in Dayton, Ohio. We're a company that is leading the way in the multi-platform journalism. You'll be part of a group that is dedicated to serving our customers through our television, print, radio and digital platforms. There is no guarantee this part-time position will become fulltime.

#### Position Responsibilities:

- Must be able to work in high-pressure situations
- Must be able to make quick editorial and technical decisions in the field and during editing
- Must work well in all types of outdoor conditions
- Must be flexible in scheduling due to the changing needs of news events, including being on-call
- Must have a team attitude for winning with an emphasis on finding solutions and not problems

#### Position Requirements:

- At least 1 year experience working in a television news environment, including but not limited to shooting news video
- non-linear editing, shooting live shots and lighting
- Experience with ENG truck operation desired
- Be able to lift and carry upwards of 50lbs of equipment

Reference Number: 143920

### Graphic Designer

Cox Media Group Ohio has a rare job opportunity for a Graphic Designer to join its dynamic creative team. The position includes a diverse mix of media experiences for an enterprising designer. Work inside a leading-edge media center, creating still and animated graphics for a variety of cross-platform projects including the #1 ranked CBS affiliate in the country, as well as projects for a variety of digital properties, newspaper and radio.

#### Requirements:

- Bachelor of Arts or equivalent training
- Ability to work under tight deadlines while maintaining a high quality of work

#### Preferred:

- 4 years professional design experience in a broadcast environment or equivalent
- Knowledge of DEKO, Chyron, or other graphic playback systems

- Working knowledge of Adobe Creative Suite, primarily Photoshop, Illustrator, and After Effects
- Proficiency in Cinema 4D
- Excellent communication skills
- A great attitude and desire to collaborate
- Strong project management skills and ability to prioritize
- Self-motivation
- A strong graphic design demo establishing 2D and 3D animation skills (resumes without a link demonstrating your work will not be considered.)

Submit Resume and link to Reel  
Reference Number: 144239

#### **Traffic Assistant**

The Traffic Assistant provides internal and external customer support to facilitate advertising media schedules and products for sales. This role requires technical skills and will be responsible for processing traffic and copy instructions for local and national advertising which includes constant communication with media consultants and agencies. Produces dub lists, and can trouble shoot issues as needed. In addition this person will serve as a backup in other capacities within the traffic team which could include network reporting, national sales support and other duties as assigned. Knowledge of OSI helpful, proficient in Microsoft office products. Excellent communication skills verbal and written with attention to detail a must. Knowledge of sales workflow and sales practices helpful. Willing to take initiative to provide solutions when solving customer concerns/issues. Be able to work non-traditional hours as needed. Deadline driven/fast paced work environment. Reference Number: 144591

#### **Account Executive, Northern Cincinnati**

Cox Media Group Ohio, located in Liberty Township, is seeking an Outside Sales Media Consultant who is responsible for developing client relationships by planning, presenting, placing and directing print and digital advertising buys and campaigns. Priorities include continuous account development and new business account development through aggressive sales strategy including thorough needs analysis utilizing the full line of Cox Media Group Ohio products.

##### **Requirements:**

- Determines print and online advertising campaign requirements
- Identifies current and future customer service requirements by establishing rapport with customers
- Helps customer develop and maximize advertising budget
- Obtains client acceptance by developing campaign strategy and presenting multimedia solutions and implements campaigns by negotiating and authorizing contracts
- Evaluates and adjusts/redirects campaigns by studying and analyzing results
- Develops new business contacts and opportunities through networking, territory mining and referrals
- Prepares reports for customers by collecting, analyzing and summarizing information and trends
- Responsible for reaching monthly revenue goals
- Maintains professional knowledge
- Contributes to the company team effort by accomplishing related results

##### **Minimum Qualifications:**

- Bachelor's degree preferred with emphasis on marketing, management or communications
- At least three years of successful sales experience required with strong emphasis in business-to-business sales
- Media sales experience with a track record of success
- Multimedia sales experience including digital preferred
- Ability to develop proposals and campaigns
- General business understanding of marketing and pricing models
- Proposal development and negotiating skills
- Excellent customer service, communication and presentation skills
- Strong computer skills including Microsoft Office, internet and online sales opportunities
- Ability to think creatively with good time management and teamwork skills

Reference Number: 143236

#### **Outside Single Copy Sales**

This position is responsible for managing the tactical execution of sales strategies for CMGO single copy newspapers including the Dayton Daily News and all CMGO community newspapers. This outside sales position will work with multiple levels of our largest retail distributors to maximize in-store exposure and sales.

##### **Key responsibilities include:**

- Developing and executing sales and promotion plans for single copy retail outlets that result in increased sales of our newspapers.
- Achieving budgeted volume and revenue goals for single copy newspapers.
- Making outside sales calls to key retail outlets to maximize single copy sales.
- Optimize point-of-purchase exposure throughout CMGO markets that results in winning the store-by-store promotional battles with competitive print products.
- Develop sales tactics to grow digital single copy product sales and engagement. This position is expected to be making outside sales calls every day.
- Maximizing bulk sales of newspapers or digital products to large institutions such as schools, hospitals, events and hotels.
- Working with Marketing and Distribution, utilize all promotional tools, including in-store signage, upcoming Sunday ads, online

- Single Copy retail and corporate route audits to include school accounts.
- Working with schools and teachers to maximize Newspaper in Education copy volume and usage.

##### **Position requirements:**

- Direct outside sales experience required.
- Bachelor's degree or equivalent work experience preferred.
- Excellent and effective communication, interpersonal, and organizational skills.
- Proven history of excellent follow through.
- Must be creative and ready open to new ideas.
- Proven history of building mutually beneficial, needs-based relationships with customers.
- Experience in retail promotions or retail store sales a plus.
- Must be available to work weekends as needed.
- Must be able to work with other departments as needed including Advertising and Marketing

promotion, masthead coupon promotion, e-mail and social media marketing, to maximize single copy sales.

• Advertising or marketing experience a plus  
Reference Number: 00144806

#### Part-Time Board Operator/Producer

This is an entry level but critical position in the radio master control room. This position requires a person to be tech savvy. Employees are responsible for keeping programming on air, engineering local & syndicated talk shows, coordinating live newscasts & following Cox Media Group & FCC guidelines. This is a fast paced position that requires multi-tasking & the ability to trouble-shoot issues under pressure. This person should be a self-starter, critical thinker and takes pride in their work. This person reports to the Assistant Program Director.

##### Job Responsibilities:

- Operation of station broadcast transmitter
- Coordination of remote broadcasts
- Understanding and ability to implement Emergency Alert System
- Producing local & syndicated talk shows
- Assisting anchors with breaking news/editing audio
- Production dubbing & producing
- Maintaining 3 radio station simultaneously
- Other duties as assigned

##### We Look For:

- Reliability
- Willingness to learn

##### We Look For:

- Ability to remain cool under pressure
- A commitment to high performance
- Weekend, evening & on call availability a must
- Knowledge of editing software including Adobe Audition
- 2 years of soundboard/radio experience required

##### We provide:

- Opportunities for advancement
- A positive supportive work environment
- A fun fast paced job for the right person

Reference Number: 140830

#### All Media Journalist

Reporters play key roles in Cox Media Group's drive to be the essential source for local news, cultivating important sources and building relationships that result in scoops. They are accurate, fair, nimble and flexible while providing an acceptable volume of high-quality, unique content for at least three of our four platforms (TV, print, radio, digital). With sound news judgment and a keen understanding of multi-platform news cycles, they create timely content in the forms best suited to each audience's needs. With a keen understanding of each platform's strategies, they create content aimed at growing audience and audience satisfaction. Reporters collaborate closely with content managers but exercise independent judgment and action in the field. They work under pressure and conduct themselves in a professional manner.

##### Responsibilities:

- Gather news stories and images; investigate claims from officials and others; verify accuracy and truthfulness of facts.
- Quickly respond to breaking news and other assignments and return images and information for digital and radio.
- Immediately tell Breaking News Team and editors about breaking/timely news and multi-platform sharing opportunities.
- Capture key images, video and audio and be proficient in visual story-telling
- Apply multi-platform news judgment to all assignments.
- Use social media to engage and grow audience; regularly suggest stories from social media tips and audience engagement.
- Be competent at producing news in all 4 platforms – radio, TV, print, digital.
- Be able to write clear, accurate and well-written news stories, using critical thinking skills to challenge assumptions.
- Understand audience goals and metrics in all four platforms and know how to use that information to maximize audience engagement and reach.
- Meet additional minimum job requirements and processes for specific broadcast/publishing beat/jobs

##### Minimum Qualifications:

- Valid driver's license and access to transportation
- Excellent writing and communication skills
- Photo/video experience

##### Preferred Qualifications:

- College degree
- At least one year of newsroom experience

##### Job Competencies:

- News judgment, initiative and problem-solving
- Accuracy and thoroughness and sense of urgency
- Dependability and follow-through and able to meet deadlines
- Ability to think and act clearly and quickly under pressure
- Accurate and fast writing/news-gathering skills for all four platforms
- Expertise in all four platforms
- Interviewing skills
- Internal relationship-building, communication and process-following.
- Mastery of promotional and process language
- Bias awareness and ability to balance stories
- Flexibility and ability to quickly adapt to change and work as a team

#### Packaging Associates

Cox Media Group Ohio is seeking qualified candidates to work at its Print Technology Center in Franklin, Ohio.

##### Responsibilities:

- Feeding of pre-printed materials and newspaper sections into the insert machine
- Stacking of bundled newspapers from press delivery systems and transporting to appropriate areas
- Removal of newspaper sections and/or pre-printed materials from created packages

Contact: [kymberly.bell@coxinc.com](mailto:kymberly.bell@coxinc.com)

##### Responsibilities Continued:

- Operation of powered strapping equipment
- Cleaning of work area as needed

##### Minimum Qualifications:

- At least 18 years of age
- Ability to lift 20 to 50 lbs repeatedly
- Ability to stand for long periods of time

Reference Numbers:

Days - 144192

Nights - 144187



**We offer these excellent benefits:**

Medical | Dental | Vision | Pension | 401k with a company match | Paid vacation | Fitness Center

**To apply, go to:**

<http://www.coxmediagroup.com/careers>  
No telephone calls please

**Cox Media Group Ohio** is the area's leading single, integrated media organization. This organization is comprised of WHIO-TV's Channel 7, the Dayton Daily News, Springfield News-Sun, Journal-News, Cox Ohio's Southwestern Ohio weekly newspapers, our commercial printing and mail operations and Cox radio stations in Dayton (WHIO AM and FM, WHKO and WZLR). Cox was started in 1898 by Governor James M. Cox. Cox Media Group Ohio is a unit of Cox Enterprises.

*Cox Media Group Ohio is an Equal Opportunity Employer*

*Revised: 07.2014*

## **Mitchell, Toni (CMG-Dayton)**

---

**From:** Reinman, Sarah (CMG-Dayton)  
**Sent:** Tuesday, July 29, 2014 4:43 PM  
**To:** Clark State Community College; Collegiate Broadcasters, Inc.; Dayton NAACP; Day-Vest; Edison State Community College; Emi Tiley; Eric Anderson; Fortis & Rets; Howard University; IBC - Kenny Pyles; Indiana Wesleyan University; Job Center; Kent State University; Leadership Institute; Melinda Jeffery; Miami Jacobs - Columbus; Miami Jacobs College; Miami University - Career; NAB Career Center; Ohio Center for Broadcasting; Ohio University; Sinclair College - Career; Wilberforce University - Career  
**Subject:** Job Opportunities: Cox Media Group Ohio  
**Attachments:** CMG Ohio Positions 07.29.2014.pdf

Greetings,

Here is a current list of open positions in Cox Media Group (CMG) Ohio. We are currently seeking qualified candidates for these positions. Please distribute these openings throughout your organization.

Best Regards,  
Sarah

**Sarah Reinman** | HR Administrator

Cox Media Group Ohio | 1611 S. Main St. Dayton, Ohio 45409

Ph: 937-225-6998 Email: [sarah.reinman@coxinc.com](mailto:sarah.reinman@coxinc.com)

**CREATING SOLUTIONS. DELIVERING RESULTS.**

Newspaper | Television | Radio | Targeted Print, Event & Digital Products | Commercial Print | Direct Mail | Digital Ad Services

### HR MANAGER – University and Employee Relations

The **Human Resource Manager** serves as a key business partner and provides a variety of human resources consulting services in collaboration with the Director, HR. This role will provide HR support and expertise in the core functional areas of Human Resources with a major focus on **diversity** and **building our brand and relationships with local colleges and universities** focusing on and identifying talent. Successful candidates will also have **recruiting** and some **employee relations** experience. This role implements tactical and strategic HR programs and is responsible for continuously evaluating and optimizing operational efficiencies. Incumbent will have foundational knowledge of organizational development working in a corporate environment.

#### Primary Responsibilities and Essential Functions

- Serve as the expert in college recruiting and developing internship programs as well as defining and monitoring key metrics to evaluate campus recruitment
- Technical HR knowledge, e.g., employment laws, FLSA, recruiting and selection, talent management, and training and development.
- Knowledge of HR best practices and demonstrated success working with college relation programs.
- Strong organizational and leadership skills and demonstrated ability to manage conflicting priorities.

#### Minimum Requirements

- Bachelor's degree in related field or equivalent experience
- Minimum of five (5) to seven( 7) years of HR experience, with a minimum of (3)years in HR Manager or comparable role supporting client groups of 200+ employees
- 2-3 years' experience in building relationships with colleges and universities and internship programs

#### Preferred

- Experience working with employee relations
- Project management
- PHR or SPHR certification a plus
- Ability to prioritize and deliver results against a work plan in a fast-paced environment, giving attention to detail
- Excellent communication skills, both written and oral.
- Ability to work with little or no supervision.
- Demonstrated analytical and problem solving skills.

Reference Number: 146232

### Operating Technician

The Operating Technician will play an integral part in the "on-air" operations for CMG Ohio. This person will be responsible to work as both at Technical Director and Master Control Operator. The Operating Technician will be a problem solver, energetic, service oriented, well organized, detailed oriented and able to multi-task in a high energy fast paced evolving environment to support the Engineering/Newsroom operations. The successful candidate must have a strong technical aptitude with the ability to understand the newscast operation and workflow.

#### Operational responsibilities

- Responsible for production control room equipment
- Work with Producers in the control room to produce a newscast minimizing errors
- Troubleshoot issues that may occur in the control room during newscasts
- Operates all necessary equipment for each newscast
- Operates multiple assets of our Master Control and Production Control rooms

#### Cross-functional team player

- Foster open communication with staff, and support team's vision, direction, and priorities
- Collaborates with the newsroom on broadcast related issues
- Support a positive business climate which motivates employees
- Demonstrate the flexibility necessary to adjust to changing/additional duties and responsibilities as the markets and company changes
- Must be a team player with the ability to multi-task in a fast paced rapidly changing environment

Reference: 145750

### News Photographer/Editor

WHIO-TV and Cox Media Group is seeking a part-time news photographer/editor to work as part of our award-winning team in Dayton, Ohio. We're a company that is leading the way in the multi-platform journalism. You'll be part of a group that is dedicated to serving our customers through our television, print, radio and digital platforms. There is no guarantee this part-time position will become fulltime.

#### Position Responsibilities:

- Must be able to work in high-pressure situations
- Must be able to make quick editorial and technical decisions in the field and during editing
- Must work well in all types of outdoor conditions
- Must be flexible in scheduling due to the changing needs of news events, including being on-call
- Must have a team attitude for winning with an emphasis on finding solutions and not problems

#### Position Requirements:

- At least 1 year experience working in a television news environment, including but not limited to shooting news video
- non-linear editing, shooting live shots and lighting
- Experience with ENG truck operation desired
- Be able to lift and carry upwards of 50lbs of equipment

Reference Number: 143920

### Graphic Designer

Cox Media Group Ohio has a rare job opportunity for a Graphic Designer to join its dynamic creative team. The position includes a diverse mix of media experiences for an enterprising designer. Work inside a leading-edge media center, creating still and animated graphics for a variety of cross-platform projects including the #1 ranked CBS affiliate in the country, as well as projects for a variety of digital properties, newspaper and radio.

#### Requirements:

- Bachelor of Arts or equivalent training
- Ability to work under tight deadlines while maintaining a high quality of work

#### Preferred:

- 4 years professional design experience in a broadcast environment or equivalent
- Knowledge of DEKO, Chyron, or other graphic playback systems



- Working knowledge of Adobe Creative Suite, primarily Photoshop, Illustrator, and After Effects
- Proficiency in Cinema 4D
- Excellent communication skills
- A great attitude and desire to collaborate
- Strong project management skills and ability to prioritize
- Self-motivation
- A strong graphic design demo establishing 2D and 3D animation skills (resumes without a link demonstrating your work will not be considered.)

Submit Resume and link to Reel  
Reference Number: 144239

#### **Traffic Assistant**

The Traffic Assistant provides internal and external customer support to facilitate advertising media schedules and products for sales. This role requires technical skills and will be responsible for processing traffic and copy instructions for local and national advertising which includes constant communication with media consultants and agencies. Produces dub lists, and can trouble shoot issues as needed. In addition this person will serve as a backup in other capacities within the traffic team which could include network reporting, national sales support and other duties as assigned. Knowledge of OSI helpful, proficient in Microsoft office products. Excellent communication skills verbal and written with attention to detail a must. Knowledge of sales workflow and sales practices helpful. Willing to take initiative to provide solutions when solving customer concerns/issues. Be able to work non-traditional hours as needed. Deadline driven/fast paced work environment. Reference Number: 144591

#### **Account Executive, Northern Cincinnati**

Cox Media Group Ohio, located in Liberty Township, is seeking an Outside Sales Media Consultant who is responsible for developing client relationships by planning, presenting, placing and directing print and digital advertising buys and campaigns. Priorities include continuous account development and new business account development through aggressive sales strategy including thorough needs analysis utilizing the full line of Cox Media Group Ohio products.

##### **Requirements:**

- Determines print and online advertising campaign requirements
- Identifies current and future customer service requirements by establishing rapport with customers
- Helps customer develop and maximize advertising budget
- Obtains client acceptance by developing campaign strategy and presenting multimedia solutions and implements campaigns by negotiating and authorizing contracts
- Evaluates and adjusts/redirects campaigns by studying and analyzing results
- Develops new business contacts and opportunities through networking, territory mining and referrals
- Prepares reports for customers by collecting, analyzing and summarizing information and trends
- Responsible for reaching monthly revenue goals
- Maintains professional knowledge
- Contributes to the company team effort by accomplishing related results

##### **Minimum Qualifications:**

- Bachelor's degree preferred with emphasis on marketing, management or communications
- At least three years of successful sales experience required with strong emphasis in business-to-business sales
- Media sales experience with a track record of success
- Multimedia sales experience including digital preferred
- Ability to develop proposals and campaigns
- General business understanding of marketing and pricing models
- Proposal development and negotiating skills
- Excellent customer service, communication and presentation skills
- Strong computer skills including Microsoft Office, Internet and online sales opportunities
- Ability to think creatively with good time management and teamwork skills

Reference Number: 143236

#### **Outside Single Copy Sales**

This position is responsible for managing the tactical execution of sales strategies for CMGO single copy newspapers including the Dayton Daily News and all CMGO community newspapers. This outside sales position will work with multiple levels of our largest retail distributors to maximize in-store exposure and sales.

##### **Key responsibilities include:**

- Developing and executing sales and promotion plans for single copy retail outlets that result in increased sales of our newspapers.
- Achieving budgeted volume and revenue goals for single copy newspapers.
- Making outside sales calls to key retail outlets to maximize single copy sales.
- Optimize point-of-purchase exposure throughout CMGO markets that results in winning the store-by-store promotional battles with competitive print products.
- Develop sales tactics to grow digital single copy product sales and engagement. This position is expected to be making outside sales calls every day.
- Maximizing bulk sales of newspapers or digital products to large institutions such as schools, hospitals, events and hotels.
- Working with Marketing and Distribution, utilize all promotional tools, including in-store signage, upcoming Sunday ads, online

- Single Copy retail and corporate route audits to include school accounts.
- Working with schools and teachers to maximize Newspaper in Education copy volume and usage.

##### **Position requirements:**

- Direct outside sales experience required.
- Bachelor's degree or equivalent work experience preferred.
- Excellent and effective communication, interpersonal, and organizational skills.
- Proven history of excellent follow through.
- Must be creative and ready open to new ideas.
- Proven history of building mutually beneficial, needs-based relationships with customers.
- Experience in retail promotions or retail store sales a plus.
- Must be available to work weekends as needed.
- Must be able to work with other departments as needed including Advertising and Marketing

promotion, masthead coupon promotion, e-mail and social media marketing, to maximize single copy sales.

• Advertising or marketing experience a plus  
Reference Number: 00144806

**Part-Time Board Operator/Producer**

This is an entry level but critical position in the radio master control room. This position requires a person to be tech savvy. Employees are responsible for keeping programming on air, engineering local & syndicated talk shows, coordinating live newscasts & following Cox Media Group & FCC guidelines. This is a fast paced position that requires multi-tasking & the ability to trouble-shoot issues under pressure. This person should be a self-starter, critical thinker and takes pride in their work. This person reports to the Assistant Program Director.

**Job Responsibilities:**

- Operation of station broadcast transmitter
- Coordination of remote broadcasts
- Understanding and ability to implement Emergency Alert System
- Producing local & syndicated talk shows
- Assisting anchors with breaking news/editing audio
- Production dubbing & producing
- Maintaining 3 radio station simultaneously
- Other duties as assigned

**We Look For:**

- Reliability
- Willingness to learn

**We Look For:**

- Ability to remain cool under pressure
- A commitment to high performance
- Weekend, evening & on call availability a must
- Knowledge of editing software including Adobe Audition
- 2 years of soundboard/radio experience required

**We provide:**

- Opportunities for advancement
- A positive supportive work environment
- A fun fast paced job for the right person

Reference Number: 140830

**All Media Journalist**

Reporters play key roles in Cox Media Group's drive to be the essential source for local news, cultivating important sources and building relationships that result in scoops. They are accurate, fair, nimble and flexible while providing an acceptable volume of high-quality, unique content for at least three of our four platforms (TV, print, radio, digital). With sound news judgment and a keen understanding of multi-platform news cycles, they create timely content in the forms best suited to each audience's needs. With a keen understanding of each platform's strategies, they create content aimed at growing audience and audience satisfaction. Reporters collaborate closely with content managers but exercise independent judgment and action in the field. They work under pressure and conduct themselves in a professional manner.

**Responsibilities:**

- Gather news stories and images; investigate claims from officials and others; verify accuracy and truthfulness of facts.
- Quickly respond to breaking news and other assignments and return images and information for digital and radio.
- Immediately tell Breaking News Team and editors about breaking/timely news and multi-platform sharing opportunities.
- Capture key images, video and audio and be proficient in visual story-telling
- Apply multi-platform news judgment to all assignments.
- Use social media to engage and grow audience; regularly suggest stories from social media tips and audience engagement.
- Be competent at producing news in all 4 platforms – radio, TV, print, digital.
- Be able to write clear, accurate and well-written news stories, using critical thinking skills to challenge assumptions.
- Understand audience goals and metrics in all four platforms and know how to use that information to maximize audience engagement and reach.
- Meet additional minimum job requirements and processes for specific broadcast/publishing beat/jobs

**Minimum Qualifications:**

- Valid driver's license and access to transportation
- Excellent writing and communication skills
- Photo/video experience

**Preferred Qualifications:**

- College degree
- At least one year of newsroom experience

**Job Competencies:**

- News judgment, initiative and problem-solving
- Accuracy and thoroughness and sense of urgency
- Dependability and follow-through and able to meet deadlines
- Ability to think and act clearly and quickly under pressure
- Accurate and fast writing/news-gathering skills for all four platforms
- Expertise in all four platforms
- Interviewing skills
- Internal relationship-building, communication and process-following.
- Mastery of promotional and process language
- Bias awareness and ability to balance stories
- Flexibility and ability to quickly adapt to change and work as a team

**Packaging Associates**

Cox Media Group Ohio is seeking qualified candidates to work at its Print Technology Center in Franklin, Ohio.

**Responsibilities:**

- Feeding of pre-printed materials and newspaper sections into the insert machine
- Stacking of bundled newspapers from press delivery systems and transporting to appropriate areas
- Removal of newspaper sections and/or pre-printed materials from created packages

Contact: [kymberly.bell@coxinc.com](mailto:kymberly.bell@coxinc.com)

**Responsibilities Continued:**

- Operation of powered strapping equipment
- Cleaning of work area as needed

**Minimum Qualifications:**

- At least 18 years of age
- Ability to lift 20 to 50 lbs repeatedly
- Ability to stand for long periods of time

Reference Numbers:

Days – 144192

Nights - 144187



**We offer these excellent benefits:**

Medical | Dental | Vision | Pension | 401k with a company match | Paid vacation | Fitness Center

**To apply, go to:**

<http://www.coxmediagroup.com/careers>

No telephone calls please

**Cox Media Group Ohio** is the area's leading single, integrated media organization. This organization is comprised of WHIO-TV's Channel 7, the Dayton Daily News, Springfield News-Sun, Journal-News, Cox Ohio's Southwestern Ohio weekly newspapers, our commercial printing and mail operations and Cox radio stations in Dayton (WHIO AM and FM, WHKO and WZLR). Cox was started in 1898 by Governor James M. Cox. Cox Media Group Ohio is a unit of Cox Enterprises.

*Cox Media Group Ohio is an Equal Opportunity Employer*

*Revised: 07.2014*

Receipt No

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

**Caller:**

**Reply Request**  
**Standby Type**

## Issues 4

**Class 2065**

Rate CCPRO

**Pay Type BI**

Rep MISC ACCOUNTS

**Colors 0**

### Tear sheets

liner  
Ad

<b>Lines.....</b>	<b>88</b>
<b>Depth.....</b>	<b>7.22</b>
<b>Columns...</b>	<b>1</b>
<b>Price</b>	<b>0.00</b>
<b>Other Charges</b>	<b>0.00</b>
<b>Discounts</b>	<b>0.00</b>
<b>Total</b>	<b>0.00</b>

[illegible][illegible]

**EXERCISE**

Examine the following nine managerial activities:

- Project management
- PPA or SPIN contract sales
- Ability to motivate and deliver results against a work plan in a fast-paced environment, giving attention to details
- Excellent communication skills both written and oral
- Ability to work under tight and no supervision
- Over-organized analytical and problem-solving skills

Of these activities, list the job for you as your career plan. Think of your job as:

<http://www.careerdevelopment.com/careers/index.cfm?search=job+1-1-1-1>

Can Inside Group Work be an Inside Opportunity? It can!

Ad shown is not actual print size

## Garrison, Jamica (CMG-Dayton)

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**From:** Jones, Treva (CMG-Dayton)  
**Sent:** Thursday, October 02, 2014 5:07 PM  
**Subject:** Cox Media Group - Recruitment Efforts - HR Manager  
**Attachments:** CMG HR Mgr Ohio as of 10012014.docx

**Bcc:** 'cheryl.krueger@wright.edu'; 'careers@wittenberg.edu'; 'hwilliams@wilberforce.edu'; 'christine.wiley@udayton.edu'; 'garrij01@odjfs.state.oh.us'; 'sharma.fox@sinclair.edu'; 'krichbaum.19@osu.edu'; 'gary@beonair.com'; 'lhinkebein@national-college.edu'; 'careers@clarkstate.edu'; 'careercenter@nab.org'; 'igoff@mvctc.com'; 'joanie.krein@miamijacobs.edu'; 'cscjobs@kent.edu'; 'kslaton@jvscinti.org'; 'swackkid@yahoo.com'; 'dean.blimine@indwes.edu'; 'huocreclut@gmail.com'; 'career@edisonohio.edu'; 'career@cedarville.edu'; 'mrobinson6@devry.edu'; 'Day-vest@lycos.com'; 'josh.logan@csu.edu'; 'lesa.devond@csu.edu'; Jones, Treva (CMG-Dayton); 'career@cedarville.edu'

Greetings,

Please post the attached Cox Media Group Job Description's on your website and/or job board for up to 30 days if possible to ensure our company advertising efforts are in compliance with all FCC recruitment listings in the community.

**Job Title:** HR Manager

**Job Location:** Cox Media Group - 1611 South Main Street, Dayton, Ohio 45409

**Number of Positions:** 1

**Salary Range:** *Market*

**How to Apply:** [jobs.coxmediagroup.com](http://jobs.coxmediagroup.com)

Thanks In Advance,



Treva Jones | Human Resources Coordinator  
Cox Media Group Ohio | 1611 S. Main St. | Dayton, OH 45409  
Ph: (937) 225-6997 | Fax: (937) 225-2153 | Email: [Treva.Jones@coxinc.com](mailto:Treva.Jones@coxinc.com)  
**ACT NOW. BE BOLD. STAY TRUE.**

Do You Have Strong Employee Relations and Recruiting Skills?

Passion for Building Diverse Teams?

**Cox Media Group Ohio is looking for an  
HR MANAGER –**

The Human Resource Manager serves as a key business partner and provides a variety of human resources consulting services in collaboration with the Director, HR.

This role will provide HR support and expertise in the core functional areas of Human Resources with a major focus on **employee relations** and **recruiting**, **diversity** and **building our brand** and **relationships with local colleges and universities** focusing on and identifying talent. Successful candidates will have both employee relations and recruiting experience.

Successful candidates will also have **employee relations and recruiting** experience. This role implements tactical and strategic HR programs and is responsible for continuously evaluating and optimizing operational efficiencies. Incumbent will have foundational knowledge of organizational development working in a manufacturing and corporate environment.

**Primary Responsibilities and Essential Functions**

- Responsible for supporting 200+ manufacturing employees
- Serve as the expert in college recruiting and developing internship programs as well as defining and monitoring key metrics to evaluate campus recruitment
- Technical HR knowledge, e.g., employment laws, FLSA, recruiting and selection, talent management, and training and development.
- Knowledge of HR best practices and demonstrated success working with college relation programs.
- Strong organizational and leadership skills and demonstrated ability to manage conflicting priorities.

**Minimum**

- Bachelor's degree in related field or equivalent experience
- Minimum of five (5) to seven (7) years of HR experience, with a minimum of (3) years as a HR Manager or comparable role supporting client groups of 200+ employees
- Excellent communication skills, both oral and written
- Ability to work with little or no supervision
- Demonstrated analytical and problem solving skills
- Ability to work flexible hours to include some evenings and weekends

**Preferred**

- Experience building college relationships and intern programs
- Project management experience
- PHR or SPHR certification a plus
- Ability to prioritize and deliver results against a work plan in a fast paced environment, giving attention to detail

If this sounds like the job for you or someone you know please go to : <http://www.coxenterprises.com/careers> and search for **Job # 146232**

**Garrison, Jamica (CMG-Dayton)**

---

**From:** Jones, Treva (CMG-Dayton)  
**Sent:** Thursday, October 02, 2014 5:13 PM  
**Subject:** Cox Media Group - Recruitment Efforts - Multimedia Reporter/First Responder  
**Attachments:** Multi+Media+First+Responder+10.14.docx

**Bcc:** 'cheryl.krueger@wright.edu'; 'careers@wittenberg.edu'; 'hwilliams@wilberforce.edu'; 'christine.wiley@udayton.edu'; 'garrij01@odjfs.state.oh.us'; 'sharma.fox@sinclair.edu'; 'krichbaum.19@osu.edu'; 'gary@beonair.com'; 'lhinkebein@national-college.edu'; 'careers@clarkstate.edu'; 'careercenter@nab.org'; 'igoff@mvctc.com'; 'joanie.krein@miamijacobs.edu'; 'cscjobs@kent.edu'; 'kslaton@jvscinti.org'; 'swackkid@yahoo.com'; 'dean.blimine@indwes.edu'; 'huocreclut@gmail.com'; 'career@edisonohio.edu'; 'career@cedarville.edu'; 'mrobinson6@devry.edu'; 'Day-vest@lycos.com'; 'josh.logan@csu.edu'; 'lesa.devond@csu.edu'; 'career@cedarville.edu'; Jones, Treva (CMG-Dayton)

Greetings,

Please post the attached Cox Media Group Job Description's on your website and/or job board for up to 30 days if possible to ensure our company advertising efforts are in compliance with all FCC recruitment listings in the community.

**Job Title: Multi Media Reporter/First Responder**

**Job Location: Cox Media Group - 1611 South Main Street, Dayton, Ohio 45409**

**Number of Positions: 1**

**Salary Range: Market**

**How to Apply: [jobs.coxmediagroup.com](http://jobs.coxmediagroup.com)**

Thanks In Advance,



Treva Jones | Human Resources Coordinator  
Cox Media Group Ohio | 1611 S. Main St. | Dayton, OH 45409  
Ph: (937) 225-6997 | Fax:: (937) 225-2153 | Email: [Treva.Jones@coxinc.com](mailto:Treva.Jones@coxinc.com)  
**ACT NOW. BE BOLD. STAY TRUE.**

**Cox Media Group - Ohio** is the area's leading single, integrated media organization. This organization is comprised of WHIO-TV's Channel 7, the Dayton Daily News, Springfield News-Sun, Hamilton JournalNews, Middletown Journal, Cox Ohio's Southwestern Ohio weekly newspapers, our commercial printing and mail operations and Cox radio stations in Dayton (WHIO AM and FM, WHKO and WZLR). Cox was started in 1898 by Governor James M. Cox. Cox Media Group- Ohio is a unit of Cox Enterprises.

**Multimedia First Responder**

We are seeking self-sufficient journalists capable of cultivating important contacts in the field, asking key questions on breaking news scenes to quickly determine scope of event and work well under pressure in a fast-paced work environment.

**Responsibilities:**

- Respond to scene of breaking news, where they will operate Live U for live TV coverage
- Operate still camera for web/print use
- Use smart phone to quickly send still pictures via email to breaking news team
- Use a hand-held scanner to monitor breaking news while out of the office
- Use a GPS and paper maps to navigate to scenes quickly
- Share information quickly with breaking news team so planning can begin among all platforms
- Be available for Live U shots at least one hour before and during all TV newscast times.

**Minimum Qualifications:**

- Give initial live report from scene for radio, so voice skills a requirement
- Work independently in the field while multi-tasking and staying in constant communication with the breaking news team
- Scanner experience a plus
- Above-average knowledge of streets in Dayton and these counties in the Miami Valley area (Montgomery, Greene, Clark, Preble, Darke, Champaign, Logan, Shelby, Mercer, Miami, Auglaize, Warren, Clinton, Wayne Co. Indiana) a plus

**We offer these excellent benefits:**

- Medical
- Dental
- Vision
- Pension
- Paid vacation
- 401k with a company match
- Onsite Fitness center & dining facility

**To apply, submit resume to:** [caryn.golden@cmgohio.com](mailto:caryn.golden@cmgohio.com)

**Subject Line:** Multimedia First Responder

Please include salary requirements

**No telephone calls please**

Cox Media Group Ohio is an Equal Opportunity Employer



## Garrison, Jamica (CMG-Dayton)

---

**From:** Jones, Treva (CMG-Dayton)  
**Sent:** Friday, September 19, 2014 4:30 PM  
**Cc:** Woods, Damon (CMG-Dayton); Mitchell, Toni (CMG-Dayton)  
**Subject:** FW: Cox Media Group - Recruitment Efforts - Reporter  
**Attachments:** Reporter.docx; Reporter.First Responder.docx

**Bcc:** 'cheryl.krueger@wright.edu'; 'careers@wittenburg.edu'; 'hwilliams@wilberforce.edu'; 'christine.wiley@udayton.edu'; 'garrij01@odjfs.state.oh.us'; 'sharma.fox@sinclair.edu'; CCI LOU - Retail Support - Airline; 'krichbaum.19@osu.edu'; 'gary@beonair.com'; 'lhinkebein@national-college.edu'; 'careercenter@nab.org'; 'igoff@mvctc.com'; 'joanie.krein@miamijacobs.edu'; 'cscjobs@kent.edu'; 'kslaton@jvscinti.org'; 'swackkid@yahoo.com'; 'dean.blimine@indwes.edu'; 'huocreruit@gmail.com'; 'career@edisonohio.edu'; 'mrobinson6@devry.edu'; 'Day-vest@lycos.com'; 'naacpdayton3181@sbcglobal.net'; 'careers@clarkstate.edu'; 'josh.logan@csu.edu'; 'lesa.devond@csu.edu'; 'career@cedarville.edu'

Greetings,

Please post the attached Cox Media Group Job Description's on your website and/or job board for up to 30 days if possible to ensure our compliance with our company advertising efforts with all recruitment listings in the community.

**Job Title: Reporter & Reporter First Responder**

**Job Location: Cox Media Group - 1611 South Main Street, Dayton, Ohio 45409**

**Number of Positions: Multiple Positions**

**Salary Range: Market**

**How to Apply: [jobs.coxmediagroup.com](http://jobs.coxmediagroup.com)**

Thanks In Advance,



Treva Jones | Human Resources Coordinator  
Cox Media Group Ohio | 1611 S. Main St. | Dayton, OH 45409  
Ph: (937) 225-6997 | Fax: (937) 225-2153 | Email: [Treva.Jones@coxinc.com](mailto:Treva.Jones@coxinc.com)  
**ACT NOW. BE BOLD. STAY TRUE.**

## **Reporter Responsibilities**

- Display urgency, tenacity and passion to get the best, most complete content on deadline.
- Create breaking news content effectively and communicate to their managers as soon as a story is confirmed, and update weather content when weather conditions warrant.
- When the first to arrive on the scene of breaking news, quickly assess the situation, relay information to the assignment desk.
- Generate clean, concise content that is balanced and unbiased, complete, in-depth and dependable, incorporating, where appropriate, a diverse range of sources. Content should not contain errors of fact or judgment.
- Use strong interviewing skills and demonstrate voice and/or script-writing skills by providing live and/or recorded content for use on radio.
- Demonstrate social media savvy and use technology to file content remotely.
- Are flexible in scheduling because of the changing needs of news events, including working overtime and being on call, and handle other assignments as needed.

## **Additional responsibilities and qualifications:**

- Report regularly on breaking and developing weather events and their aftermath.
- Maintain speed, quality and clarity on air while describing breaking news.
- Create multiple news stories per day.
- File reports for radio and digital.
- Pleasant-speaking voice with clear articulation.
- Are flexible in scheduling because of the changing needs of news events, including working overtime and being on call, and handle other assignments as needed.

## **Minimum Qualifications**

- Bachelor's degree preferred or 1-3 years of professional television newscast experience.
- Valid driver's license.
- Requirements may change over time depending on technology and company priorities.

Please apply to this position by visiting [cox.com/career](http://cox.com/career) and search using job ID 144846

Fri, Oct 10, 2014  
13:28:58

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

Caller:

Ad Name 16948194A

Reply Request

Ad Id 16948194

Standby Type

Start 10/12/14

Issues 5

Stop 10/16/14

Class 2045

Rate CCPRO

Pay Type BI

Copy Line COXMEDIAGROUPOHIOALLMEDI

Rep MISC ACCOUNTS

Colors 0

Editions DDLY/NDLY/SHJN/

G. D. #

Tear sheets

Earliest Production Deadline: 00/00/00

Lines.....	65
Depth.....	5.31
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

## COX MEDIA GROUP OHIO

### ALL MEDIA JOURNALIST

Our AMJs are trained and equipped to write for newspaper, report and edit TV packages, deliver digital news, photo and video and contribute voice and sound for our news radio station. This position will cover a community beat near Dayton, Ohio. Some night and weekend work may be required. Use Job ID 146306

### REPORTER (TV)

Strong interviewing skills and the ability to cover breaking news effectively and accurately are a must. Our reporters must display urgency, tenacity and passion to get the best and most complete content on deadline. Our reporters should be social media savvy and have the ability to use voice and script writing skills as appropriate to radio as appropriate. Use Job ID 146306

### VIDEOGRAPHER / Part-Time

Must be able to work in high-pressure situations and able to make quick editorial and technical decisions in the field and during editing. Must be flexible in scheduling due to the changing needs of news events, including being on-call. At least 1 year experience working in a television news environment, including but not limited to shooting news video, non-linear editing, shooting live shots and lighting. Experience with ENG truck operation desired. Ability to lift and carry upwards of 50lbs of equipment. Use Job ID 146307

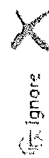
### VIDEOGRAPHER/EDITOR II Full-Time

Interested persons should be able to demonstrate good news judgment and the ability to work in a fast-paced, deadline-oriented atmosphere. Applicants should have previous experience working in a television news department, including shooting, lighting, non-linear editing and ENG truck operation. Experience with use of a DSLR camera a big plus. Use Job ID 146242

For more information on requirements or to apply for any of the positions listed, please visit:  
<http://www.coxmediagroup.com/careers>  
Use the appropriate Job ID codes listed.

Cox Media Group Ohio is An Equal Opportunity Employer

Ad shown is not actual print size



Cox Media Group - Recruitment Efforts - All Media Journalist

☐ cheryl.krueger@wmght.edu; ☐ twilliams@wiberforce.edu; ☐ christine.wiley@udayton.edu; ☐ garrj01@odfjs.state.oh.us; ☐ sharma.fox@sindair.edu; ☐ trichbaum.19@osu.edu; ☐ gary.g@eonair.com;  
☐ pinkbein@national-college.edu; ☐ carers@cdarstate.edu; ☐ joatnecr@nab.org; ☐ jtofigmvtc.com; ☐ joanne.krein@miamijacobs.edu; ☐ cscjops@kent.edu; ☐ kelleton@vcsnri.org; ☐ swackald@yahoo.com;  
☐ dean.blum@andwies.edu; ☐ carer@edsomcho.edu; ☐ carer@cedarville.edu; ☐ mrobrinson6@devry.edu; ☐ josh.livson@csu.edu; ☐ josh.livson@csu.edu; ☐ tessa.devond@csu.edu; ☐ carer@cedarville.edu;  
☐ cheryl.krueger@wmght.edu; ☐ carers@wittenberg.edu; ☐ hwilliams@wiberforce.edu; ☐ christine.wiley@udayton.edu; ☐ garrj01@odfjs.state.oh.us; ☐ sharma.fox@sindair.edu; ☐ trichbaum.19@osu.edu; ☐ gary.g@eonair.com;

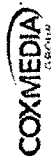
## Message

Please post the attached Cox Media Group Job Description's on your website and/or job board for up to 30 days if possible to ensure our company advertising efforts are in compliance with all FCC recruitment listings in the community.

**Job Location: Cox Media Group - 1611 South Main Street, Dayton, Ohio 45409**

Salary Range: Market

**Thanks In Advance,**



Treva Jones | Human Resources Coordinator  
Cox Media Group Ohio | 1611 S. Main St. | Dayton, OH 45409  
Ph: (937) 225-6997 | Fax: (937) 225-2153 | Email: [Treva.Jones@coxinc.com](mailto:Treva.Jones@coxinc.com)  
**ACT NOW. BE BOLD. STAY TRUE.**

U. (331) Z53-0337 | 1 ex.: (331) Z53-2133 | Elibri  
**ACT NOW. BE BOLD. STAY TRUE.**

**Do You Have a Passion for News and Looking for a Challenging Position in a  
Collaborative Newsroom that Delivers Content for All Media Platforms**

**(Digital, Television, Radio and Print)?**

**Cox Media Group Ohio is looking for an**

**All Media Journalist**

All Media Journalists (AMJ) at Cox Media Group Ohio are on the cutting edge of news. Our AMJs are trained and equipped to write for newspaper, report and edit TV packages, deliver digital news, photos and video, and contribute voice and sound to our news radio station. The position will cover a community beat near Dayton, Ohio, and the new reporter will write and produce TV packages daily. Some night and weekend work may be required. Our new AMJ will join a news operation that includes more than 100 reporters, producers and editors. Together the team produces news and information that nearly 1 million local residents rely upon to help them live their lives. We produce news on WHIO TV, the No. 1 ranked CBS news station in the country; the Dayton Daily News, Springfield News-Sun and Hamilton Journal-News, three strong daily newspapers; WHIO radio, the No. 1 local news radio station; and a suite of local digital sites, apps and products.

**Primary Responsibilities:**

- Displays a strong sense of urgency, high energy and tenacity to report on breaking news and other general assignments.
- Displays ability to work under pressure, and perform multiple tasks simultaneously.
- Develops and nurtures important sources quickly, building relationships that result in scoops
- Works in close communication with the Breaking News Team members to send in information, pictures, raw video and audio for digital and radio.
- Must work well with a team, but will often be self-directed.
- Uses time effectively and efficiently, meeting deadlines for multiple media platforms.
- Is flexible in shift starting times and work locations.
- Gathers, writes, produces and presents content for digital, television, radio and print.

**Minimum Qualifications**

- Bachelor's degree is preferred.
- Plus 2 – 4 years' experience in a print, TV or digital newsroom
- Excellent driving record

Cox Media Group is an integrated broadcasting, publishing, direct marketing and digital media company that includes the national advertising rep firms of Cox Reps. Additionally, CMG owns Cox Target Media, which operates Valpak, one of North America's leading direct marketing companies, and Savings.com, a leading online source for savings.

The company's operations currently include 14 broadcast television stations and one local cable channel, 57 radio stations, eight daily newspapers and more than a dozen non-daily publications, and more than 100 digital services.

CMG currently operates in more than 30 media markets and reaches approximately 52 million Americans weekly, including more than 32 million TV viewers, more than 4 million print and online newspaper readers, and 14 million radio listeners.

If this sounds like the job for you or someone you know please go to :

<http://www.coxenterprises.com/careers> and search for **job # 149756**.

Cox Media Group is an Equal Opportunity Employer; Minorities/Women/Veterans/Disabled

Fri, Oct 10, 2014  
13:28:58

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

Caller:

Ad Name 16948194A  
Ad Id 16948194

Reply Request  
Standby Type

Start 10/12/14  
Class 2045  
Copy Line COXMEDIAGROUPOHIOALLMEDI  
Editions DDLY/NDLY/SHJN/  
G. D. #

Issues 5  
Rate CCPRO  
Rep MISC ACCOUNTS

Stop 10/16/14  
Pay Type BI  
Colors 0  
Tear sheets

Earliest Production Deadline: 00/00/00

Lines.....	65
Depth.....	5.31
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

#### COX MEDIA GROUP OHIO

**ALL MEDIA JOURNALIST**  
Our AMJs are trained and equipped to write for newspaper, report and edit TV packages, deliver digital news, photo and video and contribute voice and sound for our news radio station. This position will cover a community beat near Dayton, Ohio. Some night and weekend work may be required.  
Use Job ID 140300

#### REPORTER (TV)

Strong interviewing skills and the ability to cover breaking news effectively and accurately are a must. Our reporters must display urgency, tenacity and passion to get the best and most complete content on deadline. Our reporters should be social media savvy and have the ability to use voice and script writing skills as appropriate to radio as appropriate. Use Job ID 140300

#### VIDEOGRAPHER / EDITOR II Full-Time

Must be able to work in high-pressure situations and able to make quick editorial and technical decisions in the field and during editing. Must be flexible in scheduling due to the changing needs of news events, including being on-call. At least 1 year experience working in a television news environment, including but not limited to shooting news video, non-linear editing, shooting live shots and lighting. Experience with ENG truck operation desired. Ability to lift and carry upwards of 50lbs of equipment. Use Job ID 140001

**VIDEOGRAPHER/EDITOR II Full-Time**  
Interested persons should be able to demonstrate good news judgment and the ability to work in a fast-paced, deadline-oriented atmosphere. Applicants should have previous experience working in a television news department, including shooting, lighting, non-linear editing and ENG truck operation. Experience with use of a DSLR camera a big plus. Use Job ID 140242

For more information on requirements or to apply for any of the positions listed, please visit:  
<http://www.coxmediagroup.com/careers>  
Use the appropriate Job ID codes listed.

Cox Media Group Ohio is An Equal Opportunity Employer

Ad shown is not actual print size

Fri, Oct 10, 2014  
13:28:58

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107

E-Mail

Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

Caller:

Ad Name 16948194A

Ad Id 16948194

Reply Request

Standby Type

Start 10/12/14

Class 2045

Copy Line COXMEDIAGROUPOHIOALLMEDI

Editions DDLY/NDLY/SHJN/

G. D. #

Issues 5

Rate CCPRO

Rep MISC ACCOUNTS

Stop 10/16/14

Pay Type BI

Colors 0

Tear sheets

Earliest Production Deadline: 00/00/00

Lines.....	65
Depth.....	5.31
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

## COX MEDIA GROUP OHIO

**ALL MEDIA JOURNALIST**  
Our AMJs are trained and equipped to write for newspaper, report and edit TV packages, deliver digital news, photo and video and contribute voice and sound for our news radio station. This position will cover a community beat near Dayton, Ohio. Some night and weekend work may be required. Use Job ID 148000

**REPORTER (TV)**  
Strong interviewing skills and the ability to cover breaking news effectively and accurately are a must. Our reporters must display urgency, tenacity and passion to get the best and most complete content on deadline. Our reporters should be social media savvy and have the ability to use voice and script writing skills as appropriate to radio as appropriate. Use Job ID 148000

**VIDEOGRAPHER I / Part-time**  
Must be able to work in high-pressure situations and able to make quick editorial and technical decisions in the field and during editing. Must be flexible in scheduling due to the changing needs of news events, including being on-call. At least 1 year experience working in a television news environment, including but not limited to shooting news video, non-linear editing, shooting live shots and lighting. Experience with ENG truck operation desired. Ability to lift and carry upwards of 50lbs of equipment. Use Job ID 148001

**VIDEOGRAPHER/EDITOR II Full-time**  
Interested persons should be able to demonstrate good news judgment and the ability to work in a fast-paced, deadline-oriented atmosphere. Applicants should have previous experience working in a television news department, including shooting, lighting, non-linear editing and ENG truck operation. Experience with use of a DSLR camera a big plus. Use Job ID 148042

For more information on requirements or to apply for any of the positions listed, please visit:  
<http://www.coxmediagroup.com/careers>  
Use the appropriate Job ID codes listed.

Cox Media Group Ohio is An Equal Opportunity Employer

Ad shown is not actual print size

Fri, Oct 24, 2014  
08:25:41

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

Caller:

Ad Name 16964357A  
Ad Id 16964357

Reply Request  
Standby Type

Start 10/27/14

Issues 7

Stop 11/02/14

Class 2095

Rate CCPRO

Pay Type BI

Copy Line Doyoulikeworkinginahighenergyfastpac

Rep MISC ACCOUNTS

Colors 0

Editions DDLY/NDLY/SHJN/OPBC/ G. D. #  
OPWC/

Tear sheets

Earliest Production Deadline: 00/00/00

Lines.....	112
Depth.....	9.20
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

Do you like working in a high energy  
fast paced environment? Do you  
want a position for growth?

For more information, please contact  
Cox Media Group at 937.225.2107.

Our Media Group is looking for  
individuals who are motivated, self-  
motivated, and have a strong desire  
to succeed. We are looking for  
individuals who are willing to work  
hard and are committed to their  
work.

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Cox Media Group at 937.225.2107.

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to succeed. We are looking for  
individuals who are willing to work  
hard and are committed to their  
work.

Ad shown is not actual print size





**COX MEDIA**  
GROUP Ohio



**DO YOU LIKE WORKING IN A HIGH-ENERGY  
FAST PACED ENVIRONMENT AND HAVE  
A STRONG PASSION FOR MARKETING?**

**COX MEDIA GROUP OHIO IS LOOKING FOR  
CANDIDATES FOR THE FOLLOWING POSITIONS?**

Cox Media Group is seeking Marketing Professionals for our Dayton, Ohio location. As a Marketing Professional you will be responsible for supporting all Marketing activities. These positions offer an opportunity to support our print, radio, television and digital media team.

**MARKETING COMMUNITY AND PUBLIC RELATIONS SPECIALIST –  
JOB CODE #1410187**

**JOB SUMMARY:**

The specialist is accountable for executing both internal and external communications for CMGO. This individual will be responsible for writing, editing, and ensuring the timely flow of information through press releases and other public communication. Schedule non-news entertainment based talent appearances for each platform. This individual will also write and produce community event announcements using marketing inventory. They will work on the tactical goals for the CMGO Community Outreach program. Implement and manage the community branding for all platforms. They will also be the Street Team Lead handling the day-to-day and tactical efforts for this project. Also institute a CMGO foundation board to get input, strategy advice and approval from a diverse committee of employees on financial donations and marketing inventory donations to organizations.

**MARKETING CONCERT AND PROMOTIONS SPECIALIST –  
JOB CODE #1410184**

**JOB SUMMARY:**

The specialist is accountable for the implementation of promotions across all CMGO platforms as well as concerts. Accountable for seeking out the best artists for our CMGO concert series (goal is 4-5 events per year) and working to negotiate with venues, booking agents and record labels. This job requires high energy and tenacity. They will work with our sales team to drive revenue opportunities and promote concerts.

**MARKETING EVENTS SPECIALIST – JOB CODE #1410189**

**JOB SUMMARY:**

The specialist is accountable for the implementation for CMGO events with a focus on the ROI goals. This position is responsible for negotiating with venues, vendors and talent for events. This job requires high energy and tenacity. This team member will work closely with sales to create additional revenue opportunities.

**MARKETING COORDINATOR – JOB CODE #1410185**

**JOB SUMMARY:**

The marketing coordinator is responsible for providing execution support for a wide variety of marketing initiatives on the events, community outreach and promotions team. The position will act as a liaison in the marketing department with internal client groups including sales and content to handle details to ensure the on-time and on-target delivery of marketing support. The position requires an individual with exceptional project management, customer service and problem-solving skills, a strong attention to detail and follow through, excellent interpersonal skills (written and verbal) and the ability to manage a wide variety of marketing execution tasks under deadline. The marketing coordinator will also provide back up support for the execution of contests, events, ad trafficking and scheduling, and other administrative functions within the department.

**If this sounds like the job for you or someone you know  
please go to: <http://www.coxenterprises.com/careers> and  
search for the job number, which is listed above.**

**We offer these excellent benefits:**

- Medical
- Dental
- Vision
- Pension
- Paid vacation
- 401K with a company match
- Onsite fitness center & dining facility

COX MEDIA GROUP OHIO IS AN EQUAL OPPORTUNITY EMPLOYER.



Fri 10/17/2014 12:56 PM

Jones, Treva (CMG-Dayton)


Cox Media Group - Recruitment Efforts


To


Bcc: [beyond@osu.com](mailto:beyond@osu.com); [careers@wittenberg.edu](mailto:careers@wittenberg.edu); [careers@arkstate.edu](mailto:careers@arkstate.edu); [career@cedarville.edu](mailto:career@cedarville.edu); [careers@edsonohio.edu](mailto:careers@edsonohio.edu); [modhans@deery.edu](mailto:modhans@deery.edu); [dean.bimine@ndwres.edu](mailto:dean.bimine@ndwres.edu); [swadddd@yahoo.com](mailto:swadddd@yahoo.com); [tdaton@yschnti.org](mailto:tdaton@yschnti.org); [cogob@stant.edu](mailto:cogob@stant.edu); [joanie.kren@mianiacobs.edu](mailto:joanie.kren@mianiacobs.edu); [tpoff@mvcc.com](mailto:tpoff@mvcc.com); [careerservices@muohio.edu](mailto:careerservices@muohio.edu); [hwilliams@wvberforce.edu](mailto:hwilliams@wvberforce.edu); [cheryl.krueger@wright.edu](mailto:cheryl.krueger@wright.edu); [garrig01@odjfs.state.oh.us](mailto:garrig01@odjfs.state.oh.us); [gary@beonair.com](mailto:gary@beonair.com); [Day-west@lycos.com](mailto:Day-west@lycos.com)

You forwarded this message on 11/3/2014 2:19 PM.

Message

 recruitmentAds 10.14.docx

 Marketing Coordinator.pdf

 Marketing Events Specialist.pdf

Greetings,

Please post the attached Cox Media Group Job Description's on your website and/or job board for up to 30 days if possible to ensure our company advertising efforts are in compliance with all FCC recruitment listings in the community.

Job Titles & Job ID #:

All Media Journalist – ID# 149396

Reporter – ID# 144846

Videographer /Part-Time – ID# 148001

Videographer /Editor II Full-Time – ID #149242 and 1410413

Marketing Coordinator – ID # 1410185

Marketing Communications & PR Specialist – ID #1410187

Marketing Events Specialist – ID# - 1410189

Marketing Concert & Promotions Specialist – ID# 1410184

Producer – ID #149360

Job Location: Cox Media Group - 1611 South Main Street, Dayton, Ohio 45409

Number of Positions: 1

Salary Range: Market

How to Apply: [jobs.coxmediagroup.com](http://jobs.coxmediagroup.com)

Cox Media Group Ohio

1611 S. Main Street

Dayton, Ohio 45409

The following positions are open and candidates will be considered for:

**All Media Journalist**

Our AMJs are trained and equipped to write for newspaper, report and edit TV packages, deliver digital news, photo and video and contribute voice and sound for our news radio station. This position will cover a community beat near Dayton, Ohio. Some night and weekend work may be required. For more specific requirements and to apply, visit: <http://www.coxmediagroup.com/careers>. Use Job ID 149396

**Reporter (TV)**

Strong interviewing skills and the ability to cover breaking news effectively and accurately are a must. Our reporters must display urgency, tenacity and passion to get the best and most complete content on deadline. Our reporters should be social media savvy and have the ability to use voice and script writing skills to contribute to radio as appropriate. . For more specific requirements and to apply, visit: <http://www.coxmediagroup.com/careers>. Use Job ID 144846

**Videographer I /Part-Time**

Must be able to work in high-pressure situations and able to make quick editorial and technical decisions in the field and during editing. Must be flexible in scheduling due to the changing needs of news events, including being on-call. At least 1 year experience working in a television news environment, including but not limited to shooting news video, non-linear editing, shooting live shots and lighting. Experience with ENG truck operation desired. Be able to lift and carry upwards of 50lbs of equipment. For more specific requirements and to apply, visit: <http://www.coxmediagroup.com/careers>. Use Job ID 148001

**Videographer/Editor II Full-time**

Interested persons should be able to demonstrate good news judgment and the ability to work in a fast-paced, deadline-oriented atmosphere. Applicants should have previous experience working in a television news department, including shooting, lighting, non-linear editing and ENG truck operation. Experience with use of a DSLR camera a big plus. For more specific requirements and to apply, visit: <http://www.coxmediagroup.com/careers>. Use Job ID 149242 and 1410413.

**Cox Media Group Ohio Is An Equal Opportunity Employer**

Fri, Oct 10, 2014  
13:28:58

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

Caller:

Ad Name 16948194A  
Ad Id 16948194

Reply Request  
Standby Type

Start 10/12/14

Class 2045

Copy Line COXMEDIAGROUP OHIO ALL MEDIA  
Editions DDLY/NDLY/SHJN/

G. D. #

Issues 5

Rate CCPRO

Rep MISC ACCOUNTS

Stop 10/16/14

Pay Type BI

Colors 0

Tear sheets

Earliest Production Deadline: 00/00/00

Lines.....	65
Depth.....	5.31
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

## COX MEDIA GROUP OHIO

### ALL MEDIA JOURNALIST

Our AMJs are trained and equipped to write for newspaper, report and edit TV packages, deliver digital news, photo and video and contribute voice and sound for our news radio station. This position will cover a community beat near Dayton, Ohio. Some night and weekend work may be required. See Job ID 148086.

### REPORTER TWO

Strong interviewing skills and the ability to cover breaking news effectively and accurately are a must. Our reporters must display urgency, tenacity and passion to get the best and most complete content on deadline. Our reporters should be social media savvy and have the ability to use voice and script writing skills as appropriate to radio as appropriate. See Job ID 148086.

### VIDEOGRAPHER I / Part-Time

Must be able to work in high-pressure situations and able to make quick editorial and technical decisions in the field and during editing. Must be flexible in scheduling due to the changing needs of news events, including being on-call. At least 1 year experience working in a television news environment, including but not limited to shooting news video, non-linear editing, shooting live shots and lighting. Experience with ENG truck operation desired. Ability to lift and carry upwards of 50lbs of equipment. See Job ID 148001.

**VIDEOGRAPHER/EDITOR II Full-Time**  
Interested persons should be able to demonstrate good news judgment and the ability to work in a fast-paced, deadline-oriented atmosphere. Applicants should have previous experience working in a television news department, including shooting, lighting, non-linear editing and ENG truck operation. Experience with use of a DSLR camera a big plus. See Job ID 148042.

For more information on requirements or to apply for any of the positions listed, please visit:  
<http://www.coxmediagroup.com/careers>  
Use the appropriate Job ID codes listed.

Cox Media Group Ohio is An Equal Opportunity Employer

Ad shown is not actual print size

Fri 10/17/2014 12:56 PM

Jones, Treva (CMG-Dayton)

Cox Media Group - Recruitment Efforts

To

Bcc: "devond@csu.com"; "careers@wittenberg.edu"; "careers@darkstate.edu"; "career@cedarville.edu"; "robinson6@devry.edu"; "dean.blum@indwes.edu"; "swaddok@yahoo.com"; "tslaton@vsnetb.org"; "csjops@kent.edu"; "joanie.krein@miamijacobs.edu"; "go.f@gmxcn.com"; "careerservices@muohio.edu"; "hwilliams@xiberoforce.edu"; "cheryl.krueger@wright.edu"; "garrj01@odjfs.state.oh.us"; "gary@beonair.com"; "Day-vest@ivcos.com"

You forwarded this message on 11/3/2014 2:19 PM.

Message

recruitmentAds 10.14.docx

Marketing Coordinator.pdf

Marketing Events Specialist.pdf

Greetings,

Please post the attached Cox Media Group Job Description's on your website and/or job board for up to 30 days if possible to ensure our company advertising efforts are in compliance with all FCC recruitment listings in the community.

Job Titles & Job ID #:

All Media Journalist - ID# 149396

Reporter - ID# 144846

Videographer I/Part-Time - ID# 148001

Videographer /Editor II Full-Time - ID #149242 and 1410413

Marketing Coordinator - ID # 1410185

Marketing Communications & PR Specialist - ID #1410187

Marketing Events Specialist - ID# - 1410189

Marketing Concert & Promotions Specialist - ID# 1410194

Producer - ID #149360

Job Location: Cox Media Group - 1611 South Main Street, Dayton, Ohio 45409

Number of Positions: 1

Salary Range: Market

How to Apply: [jobs.coxmediagroup.com](http://jobs.coxmediagroup.com)

## **MARKETING EVENTS SPECIALIST**

### **JOB DESCRIPTION**

**DEPARTMENT:** Marketing

**REPORTS TO:** Manager, Events and Community Outreach

**JOB STATUS:** Full-time, New Position

**SALARY GRADE:** TBD

#### **JOB SUMMARY:**

The specialist is accountable for the implementation for CMGO events with a focus on the ROI goals. This position is responsible for negotiating with venues, vendors and talent for events. This job requires high energy and tenacity. This team member will work closely with sales to create additional revenue opportunities.

- Event production for all CMGO B2C events (including but not limited to, Dayton Women's Fair, Radiothon, HomeWorld, Radio Unplugged events)
- Negotiate venues, vendors, talent, and services and ensure all contracts are legally vetted for liability/insurance/safety obligations.
- Develop and manage the P&L and project plans.
- Work with key stakeholders to develop sponsorship benefits packages (collaboration with sales) and provide client support before, during and after event.
- Develop and execute the marketing plan to generate awareness of the events, ticket sales, and sponsor deliverables.
- Conduct post-event evaluations to optimize results with future events and provide proof-of-performance summaries and presentations underscoring client ROI

#### **QUALIFICATIONS**

1. BA degree required (marketing, communications, public relations or English preferred).
2. 5 years of event marketing and project management experience.
3. Strong project management skills needed. Accountable for quality of outcome.
4. Highly creative, yet detail oriented.
5. Positive attitude with the ability to work in a team setting and willingness to assist whenever needed to get the job done.
6. Excellent interpersonal, organizational, verbal and written communication skills.
7. Strong customer service skills required.

Receipt No

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON State OH Zip 45402

Caller:

Start 10/27/14	Issues 7	Stop 11/02/14
Class 2095	Rate CCPRO	Pay Type BI
Line 1	Rep MISC ACCOUNTS	Colors 0
Conditions DDLY/NDLY/SHJN/OPBC/	G. D. #	Tear sheets
OPWC/		

[illegible]

<b>Lines.....</b>	<b>112</b>
<b>Depth.....</b>	<b>9.20</b>
<b>Columns...</b>	<b>1</b>
<b>Price</b>	<b>0.00</b>
<b>Other Charges</b>	<b>0.00</b>
<b>Discounts</b>	<b>0.00</b>
<b>Total</b>	<b>0.00</b>

Ad shown is not actual print size

Mon, Dec 15, 2014  
14:00:44

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

Caller:

Ad Name 17026160A  
Ad Id 17026160

Reply Request  
Standby Type

Start 12/16/14  
Class 2115  
Copy Line Marketing Coordinator  
Editions DDLY/NDLY/SHJN/OPBC/ G. D. #  
OPWC/

Issues 14  
Rate CCPRO  
Rep MISC ACCOUNTS

Stop 12/29/14  
Pay Type BI  
Colors 0  
Tear sheets

Earliest Production Deadline: 12/29/2014

Lines.....	78
Depth.....	6.40
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

## COX DIGITAL MARKETING MARKETING COORDINATOR

### Position Summary:

The Cox Digital Marketing Coordinator is responsible for the coordination of all aspects of our digital marketing program. This position will be responsible for the development of content, strategy, and execution of all digital marketing efforts. The position will be responsible for the development of content, strategy, and execution of all digital marketing efforts. The position will be responsible for the development of content, strategy, and execution of all digital marketing efforts.

### Responsibilities:

The position is responsible for developing, producing, and managing all digital marketing content. This includes the development of content, strategy, and execution of all digital marketing efforts. The position will be responsible for the development of content, strategy, and execution of all digital marketing efforts. The position will be responsible for the development of content, strategy, and execution of all digital marketing efforts.

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### Minimum Qualifications:

- BS/BA or equivalent years of experience in related discipline
- Proven track record in project management
- Highly organized
- Excellent written and verbal communication skills
- Ability to thrive in a fast-paced environment
- Strong computer skills proficient in Microsoft Office
- Strong digital knowledge
- Highly collaborative

If you are interested please apply at  
<http://www.coxmedia.com/careers>  
Job Code: 1413002

Cox Media Group Ohio is an Equal Opportunity Employer

Ad shown is not actual print size





**COX MEDIA**  
GROUP Ohio



**DO YOU LIKE WORKING IN A HIGH-ENERGY  
FAST PACED ENVIRONMENT AND HAVE  
A STRONG PASSION FOR MARKETING?**

**COX MEDIA GROUP OHIO IS LOOKING FOR  
CANDIDATES FOR THE FOLLOWING POSITIONS?**

Cox Media Group is seeking Marketing Professionals for our Dayton, Ohio location. As a Marketing Professional you will be responsible for supporting all Marketing activities. These positions offer an opportunity to support our print, radio, television and digital media team.

**MARKETING COMMUNITY AND PUBLIC RELATIONS SPECIALIST –  
JOB CODE #1410187**

**JOB SUMMARY:**

The specialist is accountable for executing both internal and external communications for CMGO. This individual will be responsible for writing, editing, and ensuring the timely flow of information through press releases and other public communication. Schedule non-news entertainment based talent appearances for each platform. This individual will also write and produce community event announcements using marketing inventory. They will work on the tactical goals for the CMGO Community Outreach program. Implement and manage the community branding for all platforms. They will also be the Street Team Lead handling the day-to-day and tactical efforts for this project. Also institute a CMGO foundation board to get input, strategy advice and approval from a diverse committee of employees on financial donations and marketing inventory donations to organizations.

**MARKETING CONCERT AND PROMOTIONS SPECIALIST –  
JOB CODE #1410184**

**JOB SUMMARY:**

The specialist is accountable for the implementation of promotions across all CMGO platforms as well as concerts. Accountable for seeking out the best artists for our CMGO concert series (goal is 4-5 events per year) and working to negotiate with venues, booking agents and record labels. This job requires high energy and tenacity. They will work with our sales team to drive revenue opportunities and promote concerts.

**MARKETING EVENTS SPECIALIST – JOB CODE #1410189**

**JOB SUMMARY:**

The specialist is accountable for the implementation for CMGO events with a focus on the ROI goals. This position is responsible for negotiating with venues, vendors and talent for events. This job requires high energy and tenacity. This team member will work closely with sales to create additional revenue opportunities.

**MARKETING COORDINATOR – JOB CODE #1410185**

**JOB SUMMARY:**

The marketing coordinator is responsible for providing execution support for a wide variety of marketing initiatives on the events, community outreach and promotions team. The position will act as a liaison in the marketing department with internal client groups including sales and content to handle details to ensure the on-time and on-target delivery of marketing support. The position requires an individual with exceptional project management, customer service and problem-solving skills, a strong attention to detail and follow through, excellent interpersonal skills (written and verbal) and the ability to manage a wide variety of marketing execution tasks under deadline. The marketing coordinator will also provide back up support for the execution of contests, events, ad trafficking and scheduling, and other administrative functions within the department.

**If this sounds like the job for you or someone you know  
please go to: <http://www.coxenterprises.com/careers> and  
search for the job number, which is listed above.**

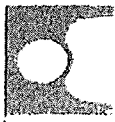
**We offer these excellent benefits:**

- Medical
- Dental
- Vision
- Pension
- Paid vacation
- 401K with a company match
- Onsite fitness center & dining facility

COX MEDIA GROUP OHIO IS AN EQUAL OPPORTUNITY EMPLOYER.



Fri 10/17/2014 12:56 PM



Jones, Treva (CMG-Dayton)  
Cox Media Group - Recruitment Efforts

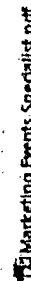
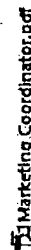
To

Bcc: [devond@csu.com](mailto:devond@csu.com); [careers@wittenberg.edu](mailto:careers@wittenberg.edu); [careers@daystate.edu](mailto:careers@daystate.edu); [career@cedarville.edu](mailto:career@cedarville.edu); [career@cedonho.edu](mailto:career@cedonho.edu); [mrabbin@cedonho.edu](mailto:mrabbin@cedonho.edu); [dean.blum@cedonho.edu](mailto:dean.blum@cedonho.edu); [swadd@cedonho.edu](mailto:swadd@cedonho.edu); [kablon@cedonho.edu](mailto:kablon@cedonho.edu); [scj@cedonho.edu](mailto:scj@cedonho.edu); [joni.krein@miamijacobs.edu](mailto:joni.krein@miamijacobs.edu); [lgoff@mvtc.com](mailto:lgoff@mvtc.com); [careerservices@muohio.edu](mailto:careerservices@muohio.edu); [hwilliams@wittenberg.edu](mailto:hwilliams@wittenberg.edu); [cheryl.krueger@wright.edu](mailto:cheryl.krueger@wright.edu); [gamj01@odfj.state.oh.us](mailto:gamj01@odfj.state.oh.us); [gory@beonair.com](mailto:gory@beonair.com); [day-west@lycos.com](mailto:day-west@lycos.com)

You forwarded this message on 11/3/2014 2:19 PM.



recruitmentAds 10.14.docx



Greetings,

Please post the attached Cox Media Group Job Description's on your website and/or job board for up to 30 days if possible to ensure our company advertising efforts are in compliance with all FCC recruitment listings in the community.

Job Titles & Job ID #:

All Media Journalist – ID# 149396

Reporter – ID# 144846

Videographer /Part-Time – ID# 148001

Videographer /Editor II Full-Time – ID #149242 and 1410413

Marketing Coordinator – ID # 1410185

Marketing Communications & PR Specialist – ID #1410187

Marketing Events Specialist – ID# - 1410189

Marketing Concert & Promotions Specialist – ID# 1410194

Producer – ID #149360

Job Location: Cox Media Group – 1611 South Main Street, Dayton, Ohio 45409

Number of Positions: 1

Salary Range: **Market**

How to Apply: [jobs.coxmediagroup.com](http://jobs.coxmediagroup.com)

## **MARKETING Coordinator**

### **JOB DESCRIPTION**

**DEPARTMENT:** Marketing

**REPORTS TO:** Manager, Events and Community Outreach

**JOB STATUS:** Full-time

**SALARY GRADE:** TBD

#### **JOB SUMMARY:**

The marketing coordinator is responsible for providing execution support for a wide variety of marketing initiatives on the events, community outreach and promotions team. The position will act as a liaison in the marketing department with internal client groups including sales and content to handle details to ensure the on-time and on-target delivery of marketing support. The position requires an individual with exceptional project management, customer service and problem-solving skills, a strong attention to detail and follow through, excellent interpersonal skills (written and verbal) and the ability to manage a wide variety of marketing execution tasks under deadline. The marketing coordinator will also provide back up support for the execution of contests, events, ad trafficking and scheduling, and other administrative functions within the department.

- Assists marketing specialists and managers to execute details of numerous consumer contests, B2C events, marketing campaigns and promotional partnerships - all requiring an attention to detail and the ability/willingness to communicate to/with key constituents
- Contest fulfillment and prize management for departmental promotions
- Tracking of tickets and prizes that come into the department
- Creation and maintenance of departmental calendar to include all events, promotions, and major sponsorships
- Manage ordering all promotional materials for the marketing department and street team efforts
- Maintain prize winner database
- Serves as primary back up to related functions for the department

#### **QUALIFICATIONS**

1. Associates degree required (marketing, business, communications or a related field).
2. 3 years of marketing and project management experience.
3. Strong project management skills needed. Accountable for quality of outcome.
4. Proficient in Microsoft office including excel, word, and power-point.
5. Experience with Photoshop preferred.
6. Highly creative, yet detail oriented.
7. Positive attitude with the ability to work in a team setting and willingness to assist whenever needed to get the job done.
8. Excellent interpersonal, organizational, verbal and written communication skills.
9. Strong customer service skills required.

Fri, Oct 24, 2014  
08:25:41

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON State OH Zip 45402

Caller:

Ad Name 16964357A  
Ad Id 16964357

Reply Request  
Standby Type

Start 10/27/14 Issues 7 Stop 11/02/14  
Class 2095 Rate CCPRO Pay Type BI  
Copy Line Doyoulikeworkinginahighenergyfastpac Rep MISC ACCOUNTS Colors 0  
Editions DDLY/NDLY/SHJN/OPBC/ G. D. #  
OPWC/ Tear sheets

Earliest Production Deadline: 00/00/00

Lines.....	112
Depth.....	9.20
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

By the printing in a high energy  
fast paced environment, we are  
able to provide you with the  
latest news and information.

Our goal is to provide you with the  
latest news and information in a  
fast paced environment, we are  
able to provide you with the  
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able to provide you with the  
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Ad shown is not actual print size

Mon, Dec 15, 2014  
14:00:44

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

Caller:

Ad Name 17026160A  
Ad Id 17026160

Reply Request  
Standby Type

Start 12/16/14  
Class 2115  
Copy Line Marketing Coordinator  
Editions DDLY/NDLY/SHJN/OPBC/ G. D. #  
OPWC/

Issues 14  
Rate CCPRO  
Rep MISC ACCOUNTS

Stop 12/29/14  
Pay Type BI  
Colors 0  
Tear sheets

Earliest Production Deadline: 12/29/2014

Lines.....	78
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Discounts	0.00
Total	0.00

## COX DIGITAL MARKETING MARKETING COORDINATOR

### Position Summary:

The Cox Digital Marketing Coordinator is responsible for the coordination of all digital marketing efforts across all Cox media properties. This position will be responsible for the development and execution of digital marketing campaigns, including but not limited to, search engine optimization, social media, email marketing, and display advertising.

### Description:

The Marketing Coordinator will be responsible for the development and execution of digital marketing campaigns, including but not limited to, search engine optimization, social media, email marketing, and display advertising. This position will also be responsible for the coordination of all digital marketing efforts across all Cox media properties. The Marketing Coordinator will work closely with the Marketing Manager and other members of the Marketing Department to develop and execute digital marketing campaigns that drive traffic to Cox media properties and increase brand awareness.

### Minimum Qualifications:

- BS/BA or equivalent years of experience in related discipline
- Proven track record in project management
- Highly organized
- Excellent written and verbal communication skills
- Ability to thrive in a multi-tasking environment
- Strong computer skills/proficient in Microsoft Office
- Strong digital knowledge
- Highly collaborative

If you are interested please apply at:  
<http://www.coxmedia.com/careers/search-jobs.aspx>  
Job Code 1113821

Cox Media Group Offer Is An Equal Opportunity Employer

Ad shown is not actual print size



**COX MEDIA**  
GROUP Ohio



**DO YOU LIKE WORKING IN A HIGH-ENERGY  
FAST PACED ENVIRONMENT AND HAVE  
A STRONG PASSION FOR MARKETING?**

**COX MEDIA GROUP OHIO IS LOOKING FOR  
CANDIDATES FOR THE FOLLOWING POSITIONS?**

Cox Media Group is seeking Marketing Professionals for our Dayton, Ohio location. As a Marketing Professional you will be responsible for supporting all Marketing activities. These positions offer an opportunity to support our print, radio, television and digital media team.

**MARKETING COMMUNITY AND PUBLIC RELATIONS SPECIALIST –  
JOB CODE #1410187**

**JOB SUMMARY:**

The specialist is accountable for executing both internal and external communications for CMGO. This individual will be responsible for writing, editing, and ensuring the timely flow of information through press releases and other public communication. Schedule non-news entertainment based talent appearances for each platform. This individual will also write and produce community event announcements using marketing inventory. They will work on the tactical goals for the CMGO Community Outreach program. Implement and manage the community branding for all platforms. They will also be the Street Team Lead handling the day-to-day and tactical efforts for this project. Also institute a CMGO foundation board to get input, strategy advice and approval from a diverse committee of employees on financial donations and marketing inventory donations to organizations.

**MARKETING CONCERT AND PROMOTIONS SPECIALIST –  
JOB CODE #1410184**

**JOB SUMMARY:**

The specialist is accountable for the implementation of promotions across all CMGO platforms as well as concerts. Accountable for seeking out the best artists for our CMGO concert series (goal is 4-5 events per year) and working to negotiate with venues, booking agents and record labels. This job requires high energy and tenacity. They will work with our sales team to drive revenue opportunities and promote concerts.

**MARKETING EVENTS SPECIALIST – JOB CODE #1410189**

**JOB SUMMARY:**

The specialist is accountable for the implementation for CMGO events with a focus on the ROI goals. This position is responsible for negotiating with venues, vendors and talent for events. This job requires high energy and tenacity. This team member will work closely with sales to create additional revenue opportunities.

**MARKETING COORDINATOR – JOB CODE #1410185**

**JOB SUMMARY:**

The marketing coordinator is responsible for providing execution support for a wide variety of marketing initiatives on the events, community outreach and promotions team. The position will act as a liaison in the marketing department with internal client groups including sales and content to handle details to ensure the on-time and on-target delivery of marketing support. The position requires an individual with exceptional project management, customer service and problem-solving skills, a strong attention to detail and follow through, excellent interpersonal skills (written and verbal) and the ability to manage a wide variety of marketing execution tasks under deadline. The marketing coordinator will also provide back up support for the execution of contests, events, ad trafficking and scheduling, and other administrative functions within the department.

**If this sounds like the job for you or someone you know  
please go to: <http://www.coxenterprises.com/careers> and  
search for the job number, which is listed above.**

**We offer these excellent benefits:**

- Medical
- Dental
- Vision
- Pension
- Paid vacation
- 401K with a company match
- Onsite fitness center & dining facility

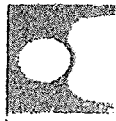
COX MEDIA GROUP OHIO IS AN EQUAL OPPORTUNITY EMPLOYER.



Today's Pulse



Fri 10/17/2014 12:56 PM



**Jones, Treva (CMG-Dayton)**  
**Cox Media Group - Recruitment Efforts**

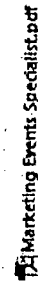
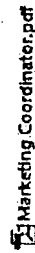
To

Bcc: [devond@osu.com](mailto:devond@osu.com); [careers@wittenberg.edu](mailto:careers@wittenberg.edu); [careers@darkstate.edu](mailto:careers@darkstate.edu); [career@cedarville.edu](mailto:career@cedarville.edu); [mrobinson6@devry.edu](mailto:mrobinson6@devry.edu); [dean.blumine@ndwes.edu](mailto:dean.blumine@ndwes.edu); ['swadddd@yahoo.com](mailto:'swadddd@yahoo.com); ['telator@vscnbi.org](mailto:'telator@vscnbi.org); ['csjops@kent.edu](mailto:'csjops@kent.edu); [joanne.krein@marianjacobs.edu](mailto:joanne.krein@marianjacobs.edu); ['go4ffgmvcx.com](mailto:'go4ffgmvcx.com); [careerservices@nu.edu](mailto:'careerservices@nu.edu); [hwilliams@wiberforce.edu](mailto:'hwilliams@wiberforce.edu); [garrj01@odjfs.state.oh.us](mailto:'garrj01@odjfs.state.oh.us); [gary@beconair.com](mailto:'gary@beconair.com); [Day-west@lycos.com](mailto:'Day-west@lycos.com)

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recruitmentAds 10.14.docx



Greetings,

Please post the attached Cox Media Group Job Description's on your website and/or job board for up to 30 days if possible to ensure our company advertising efforts are in compliance with all FCC recruitment listings in the community.

**Job Titles & Job ID #:**

**All Media Journalist – ID# 149396**

**Reporter – ID# 144846**

**Videographer I/Part-Time – ID# 148001**

**Videographer /Editor II Full-Time – ID #149242 and 1410413**

**Marketing Coordinator – ID # 1410185**

**Marketing Communications & PR Specialist – ID #1410187**

**Marketing Events Specialist – ID# - 1410189**

**Marketing Concert & Promotions Specialist – ID# 1410184**

**Producer – ID #149350**

**Job Location:** Cox Media Group - 1611 South Main Street, Dayton, Ohio 45409

**Number of Positions:** 1

**Salary Range:** Market

**How to Apply:** [jobs.coxmediagroup.com](http://jobs.coxmediagroup.com)

## **MARKETING EVENTS SPECIALIST**

### **JOB DESCRIPTION**

**DEPARTMENT:** Marketing

**REPORTS TO:** Manager, Events and Community Outreach

**JOB STATUS:** Full-time, New Position

**SALARY GRADE:** TBD

#### **JOB SUMMARY:**

The specialist is accountable for the implementation for CMGO events with a focus on the ROI goals. This position is responsible for negotiating with venues, vendors and talent for events. This job requires high energy and tenacity. This team member will work closely with sales to create additional revenue opportunities.

- Event production for all CMGO B2C events (including but not limited to, Dayton Women's Fair, Radiothon, HomeWorld, Radio Unplugged events)
- Negotiate venues, vendors, talent, and services and ensure all contracts are legally vetted for liability/insurance/safety obligations.
- Develop and manage the P&L and project plans.
- Work with key stakeholders to develop sponsorship benefits packages (collaboration with sales) and provide client support before, during and after event.
- Develop and execute the marketing plan to generate awareness of the events, ticket sales, and sponsor deliverables.
- Conduct post-event evaluations to optimize results with future events and provide proof-of-performance summaries and presentations underscoring client ROI

#### **QUALIFICATIONS**

1. BA degree required (marketing, communications, public relations or English preferred).
2. 5 years of event marketing and project management experience.
3. Strong project management skills needed. Accountable for quality of outcome.
4. Highly creative, yet detail oriented.
5. Positive attitude with the ability to work in a team setting and willingness to assist whenever needed to get the job done.
6. Excellent interpersonal, organizational, verbal and written communication skills.
7. Strong customer service skills required.





**COX MEDIA**  
GROUP Ohio



**DO YOU LIKE WORKING IN A HIGH-ENERGY  
FAST PACED ENVIRONMENT AND HAVE  
A STRONG PASSION FOR MARKETING?**

**COX MEDIA GROUP OHIO IS LOOKING FOR  
CANDIDATES FOR THE FOLLOWING POSITIONS?**

Cox Media Group is seeking Marketing Professionals for our Dayton, Ohio location. As a Marketing Professional you will be responsible for supporting all Marketing activities. These positions offer an opportunity to support our print, radio, television and digital media team.

**MARKETING COMMUNITY AND PUBLIC RELATIONS SPECIALIST –  
JOB CODE #1410187**

**JOB SUMMARY:**

The specialist is accountable for executing both internal and external communications for CMGO. This individual will be responsible for writing, editing, and ensuring the timely flow of information through press releases and other public communication. Schedule non-news entertainment based talent appearances for each platform. This individual will also write and produce community event announcements using marketing inventory. They will work on the tactical goals for the CMGO Community Outreach program. Implement and manage the community branding for all platforms. They will also be the Street Team Lead handling the day-to-day and tactical efforts for this project. Also institute a CMGO foundation board to get input, strategy advice and approval from a diverse committee of employees on financial donations and marketing inventory donations to organizations.

**MARKETING CONCERT AND PROMOTIONS SPECIALIST –  
JOB CODE #1410184**

**JOB SUMMARY:**

The specialist is accountable for the implementation of promotions across all CMGO platforms as well as concerts. Accountable for seeking out the best artists for our CMGO concert series (goal is 4-5 events per year) and working to negotiate with venues, booking agents and record labels. This job requires high energy and tenacity. They will work with our sales team to drive revenue opportunities and promote concerts.

**MARKETING EVENTS SPECIALIST – JOB CODE #1410189**

**JOB SUMMARY:**

The specialist is accountable for the implementation for CMGO events with a focus on the ROI goals. This position is responsible for negotiating with venues, vendors and talent for events. This job requires high energy and tenacity. This team member will work closely with sales to create additional revenue opportunities.

**MARKETING COORDINATOR – JOB CODE #1410185**

**JOB SUMMARY:**

The marketing coordinator is responsible for providing execution support for a wide variety of marketing initiatives on the events, community outreach and promotions team. The position will act as a liaison in the marketing department with internal client groups including sales and content to handle details to ensure the on-time and on-target delivery of marketing support. The position requires an individual with exceptional project management, customer service and problem-solving skills, a strong attention to detail and follow through, excellent interpersonal skills (written and verbal) and the ability to manage a wide variety of marketing execution tasks under deadline. The marketing coordinator will also provide back up support for the execution of contests, events, ad trafficking and scheduling, and other administrative functions within the department.

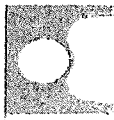
**If this sounds like the job for you or someone you know  
please go to: <http://www.coxenterprises.com/careers> and  
search for the job number, which is listed above.**

**We offer these excellent benefits:**

- Medical
- Dental
- Vision
- Pension
- Paid vacation
- 401K with a company match
- Onsite fitness center & dining facility

COX MEDIA GROUP OHIO IS AN EQUAL OPPORTUNITY EMPLOYER.





Fri 10/17/2014 12:56 PM

Jones, Treva (CMG-Dayton)

Cox Media Group - Recruitment Efforts

To

Bcc: [devond@csu.com](mailto:devond@csu.com); [careers@wittenberg.edu](mailto:careers@wittenberg.edu); [careers@darkstate.edu](mailto:careers@darkstate.edu); [career@cedarville.edu](mailto:career@cedarville.edu); [robinson6@devry.edu](mailto:robinson6@devry.edu); [dean.blinne@indwes.edu](mailto:dean.blinne@indwes.edu); [swaddd@yahoo.com](mailto:swaddd@yahoo.com); [kislaton@vscott.org](mailto:kislaton@vscott.org); [csjobs@kent.edu](mailto:csjobs@kent.edu); [joanie.krein@miamijacobs.edu](mailto:joanie.krein@miamijacobs.edu); [igoff@mvcc.edu](mailto:igoff@mvcc.edu); [careerservices@tuohio.edu](mailto:careerservices@tuohio.edu); [hwilliams@wberforce.edu](mailto:hwilliams@wberforce.edu); [cheryl.krueger@wright.edu](mailto:cheryl.krueger@wright.edu); [garri01@odjfs.state.oh.us](mailto:garri01@odjfs.state.oh.us); [gary@beonair.com](mailto:gary@beonair.com); [Day-vest@tycos.com](mailto:Day-vest@tycos.com)

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Message

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Marketing Coordinator.pdf

Marketing Events Specialist.pdf

Greetings,

Please post the attached Cox Media Group Job Description's on your website and/or job board for up to 30 days if possible to ensure our company advertising efforts are in compliance with all FCC recruitment listings in the community.

**Job Titles & Job ID #:**

All Media Journalist – ID# 149396

Reporter – ID# 144846

Videographer I/Part-Time – ID# 148001

Videographer /Editor II Full-Time – ID #149242 and 1410413

Marketing Coordinator – ID # 1410185

Marketing Communications & PR Specialist – ID #1410187

Marketing Events Specialist – ID# - 1410189

Marketing Concert & Promotions Specialist – ID# 1410184

Producer – ID #149360

Job Location: Cox Media Group - 1611 South Main Street, Dayton, Ohio 45409

Number of Positions: 1

Salary Range: Market

How to Apply: [jobs.coxmediagroup.com](http://jobs.coxmediagroup.com)

Cox Media Group Ohio

1611 S. Main Street

Dayton, Ohio 45409

The following positions are open and candidates will be considered for:

**All Media Journalist**

Our AMJs are trained and equipped to write for newspaper, report and edit TV packages, deliver digital news, photo and video and contribute voice and sound for our news radio station. This position will cover a community beat near Dayton, Ohio. Some night and weekend work may be required. For more specific requirements and to apply, visit: <http://www.coxmediagroup.com/careers>. Use Job ID 149396

**Reporter (TV)**

Strong interviewing skills and the ability to cover breaking news effectively and accurately are a must. Our reporters must display urgency, tenacity and passion to get the best and most complete content on deadline. Our reporters should be social media savvy and have the ability to use voice and script writing skills to contribute to radio as appropriate. For more specific requirements and to apply, visit: <http://www.coxmediagroup.com/careers>. Use Job ID 144846

**Videographer I /Part-Time**

Must be able to work in high-pressure situations and able to make quick editorial and technical decisions in the field and during editing. Must be flexible in scheduling due to the changing needs of news events, including being on-call. At least 1 year experience working in a television news environment, including but not limited to shooting news video, non-linear editing, shooting live shots and lighting. Experience with ENG truck operation desired. Be able to lift and carry upwards of 50lbs of equipment. For more specific requirements and to apply, visit: <http://www.coxmediagroup.com/careers>. Use Job ID 148001

**Videographer/Editor II Full-time**

Interested persons should be able to demonstrate good news judgment and the ability to work in a fast-paced, deadline-oriented atmosphere. Applicants should have previous experience working in a television news department, including shooting, lighting, non-linear editing and ENG truck operation. Experience with use of a DSLR camera a big plus. For more specific requirements and to apply, visit: <http://www.coxmediagroup.com/careers>. Use Job ID 149242 and 1410413.

**Cox Media Group Ohio Is An Equal Opportunity Employer**

**Receipt No**

# Advertising COX Ohio Publishing Receipt

**Caller:**

**Reply Request**  
**Standby Type**

### Tear sheets

**Earliest Production Deadline: 10/16/2014**

<b>Lines.....</b>	<b>65</b>
<b>Depth.....</b>	<b>5.30</b>
<b>Columns...</b>	<b>1</b>
<b>Price</b>	<b>0.00</b>
<b>Other Charges</b>	<b>0.00</b>
<b>Discounts</b>	<b>0.00</b>
<b>Total</b>	<b>0.00</b>

**COX MEDIA GROUP OHSO**  
**Full-Time Videographer/Editor II**

Interested persons should be sent to: **Personnel Manager, Cox Media Group, 1000 N. 10th St., Suite 100, OHSO, OH 43081-1000. Fax: 614/233-1000. E-mail: [hr@coxmedia.com](mailto:hr@coxmedia.com). Website: [www.coxmedia.com](http://www.coxmedia.com). Equal Opportunity Employer.**

**Position Summary:**  
 WHO-TV and Cox Media Group is seeking a full-time news photographer/editor to work as part of our award-winning team in Dayton, Ohio. We're a company that is leading the way in the multi-platform journalism. You'll be part of a group that is dedicated to serving our customers through our television, print, radio and digital platforms.

- Must be able to work in high-pressure situations.
- Must be able to make quick editorial and technical decisions in the field and during editing.
- Must work well in all types of outdoor conditions.
- Must be flexible in scheduling due to the changing needs of news events, including being on-call.
- Must have a team attitude for working with an emphasis on finding solutions and not problems.

**Position Requirements:**  
(i.e. education, years of experience):

- At least 1 year experience working in television news environment. Includes but not limited to shooting news video, non-linear editing, shooting live shots and lighting.
- Experience with ENG truck operation required.
- Be able to lift and carry upwards of 50 lbs of equipment

To apply for this position, visit:  
<http://www.bcmmediagroup.com/careers>  
 Use Job ID 1410413

Cox Media Group Ohio is An Equal Opportunity Employer

Ad shown is not actual print size

**Garrison, Jamica (CMG-Dayton)**

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**Subject:**

FW: Employment Opportunities - Cox Media Group Ohio

**Attachments:**

Digital\_Sales\_Specialist.112514.pdf; Media\_Campaign\_Coordinator.112514.pdf;  
News\_Technology\_Manager.120314.pdf; Sales\_Associate.112514.pdf;  
Sales\_Coordinator.112514.pdf; Visual\_Team\_Lead.120314.pdf

'- Email' <career@cedarville.edu>; '- Email' <ldevond@centralstate.edu>; '- Email' <josh.logan@csu.edu>; '- Email' <hrteam@coxohio.com>; '- Email' <Day-VEST@lycos.com>; '- Email' <mrobinson6@devry.edu>; '- Email' <huocreruit@gmail.com>; '- Email' <swackkid@yahoo.com>; '- Email' <kslaton@jvscinti.org>; '- Email' <cscjobs@kent.edu>; '- Email' <joanie.krein@miamijacobs.edu>; '- Email' <careercenter@nab.org>; '- Email' <hr@nab.org>; '- Email' <dclark@beonair.com>; '- Email' <Aminah.Costner@jfs.ohio.gov>; '- Email' <tommielewis@mipcllc.com>; '- Email' <hwilliams@wilberforce.edu>; '- Email' <careers@wittenberg.edu>; '- Email' <cheryl.krueger@wright.edu>; 'twithrow1@u:dayton.edu'; 'Idickey1@u:dayton.edu'

---

**From:** Garrison, Jamica (CMG-Dayton)

**Sent:** Wednesday, December 03, 2014 5:48 PM

**To:** Garrison, Jamica (CMG-Dayton)

**Subject:** Employment Opportunities - Cox Media Group Ohio

Good Day,

Please share the attached positions with job seekers interested in employment opportunities with our company.

Thank you for being a partner with Cox Media Group Ohio!

Have a great day!



**Jamica Garrison** | Human Resources Coordinator

Cox Media Group Ohio | 1611 S. Main Street | Dayton, Ohio 45409

Ph: 937-225-6998 | Fax: (937) 225-2153 | Email: [Jamica.Garrison@coxinc.com](mailto:Jamica.Garrison@coxinc.com)

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This message may contain advertising material and is brought to you by Cox Media Group Ohio, 1611 South Main Street Dayton, OH 45409. If you do not wish to receive commercial email messages from the individual who sent you this message, please reply to this message and type "unsubscribe" in the subject line.

***Do you like working in a high-energy fast paced environment  
and have a strong passion for Digital Media?***

**Cox Media Group Ohio is looking for candidates for the following positions?**

Cox Media Group is seeking Digital Professionals for our Dayton, Ohio location. These positions offer an opportunity to support our digital media team.

**Digital Audience Specialist I – Job Code # 1411292**

**Job Summary:**

Curate and present digital-first content so that it appeals to an increasingly mobile and social audience. Work with Content teams to ensure immediate social media and mobile presence (SMS, push alerts, apps) during breaking news and severe weather, assisting as necessary. Employ news judgment to select brand-appropriate content for all CMGO platforms. Review and analyze metrics to make daily content and strategy decisions. Optimize all content (stories, video, photos, live streams, etc.) for maximum search engine reach and social media referrals. Generate ideas and create content (news bursts, blogs, polls, photo galleries, video, quizzes, etc.) to grow visits across all platforms. Write clear and compelling headlines, teasers, news bursts and social media posts. Actively communicate and collaborate with colleagues, managers and other stakeholders. Demonstrate ability to be flexible and work in high-energy fast-paced environment. Work with sales to develop features that we can monetize. Proactively solve problems and help others find solutions when needed. Stay current on Digital audience, technology and advertising trends to help drive business development. Utilize strong presentation skills (PowerPoint, Word, Prezi, etc.) – must be able to present in front of groups when needed. Exhibit a sense of humor, fun and creativity. Handle other assignments as needed, showing flexibility and adaptability.

**Digital Audience Specialist II – Job Code # 1410856**

**Job Summary:**

Develop and implement social media content for media brands across existing and emerging platforms (i.e. Facebook, Twitter, Instagram, Pinterest, Tumblr, Vine, etc.). Use metrics analysis and research to make social content decisions, with focus on continuous improvement and benchmarking. Identify and implement strategic opportunities and innovative ideas to amplify social reach across all devices and platforms including mobile. Effectively and regularly communicate with colleagues, managers and other stakeholders across departments; ability to work in high-energy fast-paced environment. Stay current on Digital audience, technology and advertising trends to help drive business development. Work closely with third parties, vendors and other CMG properties to launch new products and services. Actively watch, listen to, read or otherwise review CMGO products across all platforms (TV, radio, print); proactive problem-solver who values collaboration.

If this sounds like the job for you or someone you know please go to:  
<http://www.coxenterprises.com/careers> and search for the **Job Code, which is listed above.**

# Classifieds

To advertise call **937-223-1515**  
or go online at [DaytonDailyNews.com](http://DaytonDailyNews.com)

<b>JOBS</b>	<b>GARAGE SALES</b>	<b>RENTAL PROPERTY</b>
<b>LOST AND FOUND</b>	<b>PETS</b>	<b>CARS</b>
<b>AUCTIONS</b>	<b>REAL ESTATE</b>	<b>TRUCKS</b>
<b>MERCHANDISE</b>	<b>LOCAL DIRECTORY</b>	<b>CHILD CARE</b>

## ADVERTISE

### Call our Sales Team

CLASSIFIED ads 937-223-1515  
JOBS ads 866-901-HIRE  
Fax 937-225-2043  
Obituaries 937-225-2009  
Subscriber Service 937-222-5700

### Place Your Ad Online

24 hours a day at  
[www.DaytonDailyNews.com](http://www.DaytonDailyNews.com)

Deadlines: To place, correct or change your ad,  
allow 2 working days prior to publication.  
Wheels: Noon, Wednesday.  
Have card ready when placing your order.



## Dayton Daily News | MONSTER

[DaytonDailyNews.com/jobs](http://DaytonDailyNews.com/jobs)

MOBILE READS

### monster JOBS

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JOBS  
Job Fairs  
Positions Wanted  
Financial & Business Opportunities

**Career Advancement**  
EDUCATION & TRAINING  
EMPLOYMENT SERVICES

**Employment Services**  
Standards of Acceptance

Employment Classifications are interested in reviewing your resume and qualifications. The advertising must include the name of your company and specific job title or position as a key word.

Advertisements may require a fee or investment for start-up, etc. upon responding to the ad. This must be stated in the ad. If any employment advertisement does not comply to these standards, please notify the Classified Customer Service Department at 937-223-1515.

**SERVICE TO EMPLOYMENT READERS**  
Our Classifieds cannot disclose the identity of any advertiser unless it is stated in the ad. This must be stated in the ad. If any employment advertisement does not comply to these standards, please notify the Classified Customer Service Department at 937-223-1515.

### Editing/Verifying

Do you like working in a high-energy fast-paced environment? Are you a strong person for Digital Media?

Our Media Group is looking for individuals for the following positions:

Our Media Group is seeking Digital Production for our Dayton, Ohio location. These positions offer an opportunity to support our digital media team.

**Digital Production Specialist I:**  
Job Code: 1411102

**Job Summary:**  
Current and digital content to be used in a variety of ways to support our business and social audience. Work with current team to ensure creative content and mobile presence (SMS, push alerts, email, etc.) is consistent across all platforms. Assist in the development of content strategy and ensure all content is consistent across all platforms. Assist in the development of content strategy and ensure all content is consistent across all platforms.

### Digital Production Specialist I

Our Media Group is seeking Digital Production for our Dayton, Ohio location. These positions offer an opportunity to support our digital media team.

**Digital Production Specialist I:**  
Job Code: 1411102

**Job Summary:**  
Current and digital content to be used in a variety of ways to support our business and social audience. Work with current team to ensure creative content and mobile presence (SMS, push alerts, email, etc.) is consistent across all platforms. Assist in the development of content strategy and ensure all content is consistent across all platforms.

### Other Employment

Dayton Daily News Recruiters  
Available

Midnight Delivery a contractor distributing and selling  
National newspaper in building for contractor.

Must have reliable transportation, valid Ohio driver's license.  
Auto Insurance and be available early morning hours 7 days a week.

Please contact:  
Jim Adams (937) 223-1515  
Doris Pomeroy (937) 223-1515  
Jeff Kesterson (937) 223-1515  
for more information. Work location: Dayton, Ohio.

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CDL TRUCK DRIVER  
Excellent wage & benefits  
Apply at: 15 Industry Park Ct  
Top City 937-667-1772  
IMMEDIATE OPENINGS

**Laborers & CDL Truck Drivers**  
Home everyday. Work is hard but very rewarding. Good salary & benefits. APPLY IN PERSON AT 5525 MARKET AVE, DAYTON, OH 45424

### Lost and Found

FOUND male gray, white labrad dog on W. Grand Ave. Call to identify, 937-223-1515

LOST green bag with contents on W. Grand Ave. Call to identify, 937-223-1515

LOST female black and white cat on W. Grand Ave. Call to identify, 937-223-1515

**PERSONALS**  
DATING SERVICES  
TALK, BOO LINES

**Dating Services**  
TALK, BOO LINES

### Celebrity Lost & Found

LOST male black and white labrad dog on W. Grand Ave. Call to identify, 937-223-1515

LOST female black and white cat on W. Grand Ave. Call to identify, 937-223-1515

LOST male black and white dog on W. Grand Ave. Call to identify, 937-223-1515

### Skilled Trades/Building Construction

**RESIDENTIAL ELECTRICIANS**  
Oscar Electric, Inc. is looking for residential electricians in the Dayton area. Must have 5 years experience. Good pay and benefits. Call 937-223-1515 for more information.

**Customer Support**  
We are looking for customer support representatives for our Dayton location. Must have excellent communication skills. Call 937-223-1515 for more information.

### Food Service/Hospitality

**MANAGEMENT POSITIONS**  
McDonald's Restaurants in the Dayton area. We are looking for experienced managers. Good pay and benefits. Call 937-223-1515 for more information.

**Other Employment**  
We are looking for individuals for various positions in the Dayton area. Call 937-223-1515 for more information.

### ARE YOU INTERESTED IN CHANGING YOUR LIFE?

DISC DISTRIBUTION LLC, a Contractor distributing local and national newspapers. Now accepting resumes for careers in the following areas:

Brooklyn, Englewood, Major Heights, Lakeland, Trumbull.

If you are available early morning hours 7am to 7pm Monday - Friday  
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AND HAVE THE FOLLOWING:  
Valid Ohio driver's license and current Auto Insurance  
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We offer training, Weekly pay and more.  
For immediate consideration please call: 937-667-1772

### Positions Wanted

**CHILD CARE**  
ELDERLY HOME CARE  
HOUSEWORK  
PROFESSIONAL GENERAL

**Child Care**  
We are looking for individuals for various positions in the Dayton area. Call 937-223-1515 for more information.

### Garage Sales

Post Your ad at  
[DaytonDailyNews.com/garagesales](http://DaytonDailyNews.com/garagesales)  
call 937-223-1515

**ATTENTION! GARAGE SALE DEADLINE**  
Deadlines to place garage sale ads are as follows:  
Publication Date: Sunday, Nov. 9, 2014  
Deadline: 5:00 PM

### Garage Sales

Post Your ad at  
[DaytonDailyNews.com/garagesales](http://DaytonDailyNews.com/garagesales)  
call 937-223-1515

**Garage Sales**  
We are looking for individuals for various positions in the Dayton area. Call 937-223-1515 for more information.

**Garrison, Jamica (CMG-Dayton)**

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**Subject:** FW: Employment Opportunities - Cox Media Group Ohio  
**Attachments:** Digital\_Sales\_Specialist.112514.pdf; Media\_Campaign\_Coordinator.112514.pdf;  
News\_Technology\_Manager.120314.pdf; Sales\_Associate.112514.pdf;  
Sales\_Coordinator.112514.pdf; Visual\_Team\_Lead.120314.pdf

' - Email' <[career@cedarville.edu](mailto:career@cedarville.edu)>; '- Email' <[ldevond@centralstate.edu](mailto:ldevond@centralstate.edu)>; '- Email' <[josh.logan@csu.edu](mailto:josh.logan@csu.edu)>; '- Email' <[hrteam@coxohio.com](mailto:hrteam@coxohio.com)>; '- Email' <[Day-VEST@lycos.com](mailto:Day-VEST@lycos.com)>; '- Email' <[mrobinson6@devry.edu](mailto:mrobinson6@devry.edu)>; '- Email' <[huocreruit@gmail.com](mailto:huocreruit@gmail.com)>; '- Email' <[swackkid@yahoo.com](mailto:swackkid@yahoo.com)>; '- Email' <[kslaton@jvscinti.org](mailto:kslaton@jvscinti.org)>; '- Email' <[cscjobs@kent.edu](mailto:cscjobs@kent.edu)>; '- Email' <[joanie.krein@miamijacobs.edu](mailto:joanie.krein@miamijacobs.edu)>; '- Email' <[careercenter@nab.org](mailto:careercenter@nab.org)>; '- Email' <[hr@nab.org](mailto:hr@nab.org)>; '- Email' <[dclark@beonair.com](mailto:dclark@beonair.com)>; '- Email' <[Aminah.Costner@jfs.ohio.gov](mailto:Aminah.Costner@jfs.ohio.gov)>; '- Email' <[tommielewis@mipcllc.com](mailto:tommielewis@mipcllc.com)>; '- Email' <[hwilliams@wilberforce.edu](mailto:hwilliams@wilberforce.edu)>; '- Email' <[careers@wittenberg.edu](mailto:careers@wittenberg.edu)>; '- Email' <[cheryl.krueger@wright.edu](mailto:cheryl.krueger@wright.edu)>; 'twithrow1@udayton.edu'; 'Idickey1@udayton.edu'

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**From:** Garrison, Jamica (CMG-Dayton)  
**Sent:** Wednesday, December 03, 2014 5:48 PM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Employment Opportunities - Cox Media Group Ohio

Good Day,

Please share the attached positions with job seekers interested in employment opportunities with our company.

Thank you for being a partner with Cox Media Group Ohio!

Have a great day!



Jamica Garrison | Human Resources Coordinator  
Cox Media Group Ohio | 1611 S. Main Street | Dayton, Ohio 45409  
Ph: 937-225-6998 | Fax:: (937) 225-2153 | Email: [Jamica.Garrison@coxinc.com](mailto:Jamica.Garrison@coxinc.com)

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***Do you like working in a high-energy fast paced environment  
and have a strong passion for Digital Media?***

**Cox Media Group Ohio is looking for candidates for the following positions?**

Cox Media Group is seeking Digital Professionals for our Dayton, Ohio location. These positions offer an opportunity to support our digital media team.

**Digital Audience Specialist I – Job Code # 1411292**

**Job Summary:**

Curate and present digital-first content so that it appeals to an increasingly mobile and social audience. Work with Content teams to ensure immediate social media and mobile presence (SMS, push alerts, apps) during breaking news and severe weather, assisting as necessary. Employ news judgment to select brand-appropriate content for all CMGO platforms. Review and analyze metrics to make daily content and strategy decisions. Optimize all content (stories, video, photos, live streams, etc.) for maximum search engine reach and social media referrals. Generate ideas and create content (news bursts, blogs, polls, photo galleries, video, quizzes, etc.) to grow visits across all platforms. Write clear and compelling headlines, teasers, news bursts and social media posts. Actively communicate and collaborate with colleagues, managers and other stakeholders. Demonstrate ability to be flexible and work in high-energy fast-paced environment. Work with sales to develop features that we can monetize. Proactively solve problems and help others find solutions when needed. Stay current on Digital audience, technology and advertising trends to help drive business development. Utilize strong presentation skills (PowerPoint, Word, Prezi, etc.) – must be able to present in front of groups when needed. Exhibit a sense of humor, fun and creativity. Handle other assignments as needed, showing flexibility and adaptability.

**Digital Audience Specialist II – Job Code # 1410856**

**Job Summary:**

Develop and implement social media content for media brands across existing and emerging platforms (i.e. Facebook, Twitter, Instagram, Pinterest, Tumblr, Vine, etc.). Use metrics analysis and research to make social content decisions, with focus on continuous improvement and benchmarking. Identify and implement strategic opportunities and innovative ideas to amplify social reach across all devices and platforms including mobile. Effectively and regularly communicate with colleagues, managers and other stakeholders across departments; ability to work in high-energy fast-paced environment. Stay current on Digital audience, technology and advertising trends to help drive business development. Work closely with third parties, vendors and other CMG properties to launch new products and services. Actively watch, listen to, read or otherwise review CMGO products across all platforms (TV, radio, print); proactive problem-solver who values collaboration.

If this sounds like the job for you or someone you know please go to:  
<http://www.coxenterprises.com/careers> and search for the **Job Code, which is listed above.**



## Garrison, Jamica (CMG-Dayton)

**Subject:** FW: Employment Opportunities - Cox Media Group Ohio  
**Attachments:** Digital\_Sales\_Specialist.112514.pdf; Media\_Campaign\_Coordinator.112514.pdf;  
News\_Technology\_Manager.120314.pdf; Sales\_Associate.112514.pdf;  
Sales\_Coordinator.112514.pdf; Visual\_Team\_Lead.120314.pdf

'- Email' <career@cedarville.edu>; '- Email' <ldevond@centralstate.edu>; '- Email' <josh.logan@csu.edu>; '- Email' <hrteam@coxohio.com>; '- Email' <Day-VEST@lycos.com>; '- Email' <mrobinson6@devry.edu>; '- Email' <huocreruit@gmail.com>; '- Email' <swackkid@yahoo.com>; '- Email' <kslaton@jvscinti.org>; '- Email' <cscjobs@kent.edu>; '- Email' <joanie.krein@miamijacobs.edu>; '- Email' <careercenter@nab.org>; '- Email' <hr@nab.org>; '- Email' <dclark@beonair.com>; '- Email' <Aminah.Costner@jfs.ohio.gov>; '- Email' <tommielewis@mipcllc.com>; '- Email' <hwilliams@wilberforce.edu>; '- Email' <careers@wittenberg.edu>; '- Email' <cheryl.krueger@wright.edu>; 'twithrow1@udayton.edu'; 'Idickey1@udayton.edu'

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## **News Technology Manager**

The News Technology Manager implements the strategic vision for CMGO content operations. He/She oversees news gathering, planning, budgeting and execution, and possess a keen understanding of the multiplatform news cycles as well as a high level of news judgment in at least one platform with developing news judgment in the other platforms. Will lead teams of cross- and multi-platform talent while seeking new tactical strategies to simplify operations and accelerate convergence. Will inspire and instill confidence in the staff, and foster teamwork and collaboration. The News Technology manager is responsible for performance and deadline obligations

### **Primary Responsibilities**

- Oversee the technical operations of the news department, including but not limited to all ENG equipment and newsroom computer editing and writing systems.
- Oversee the hiring, training, and retaining members of the visual staff (videographers/editors/photographers).
- Manage visual staff effectively to develop strong unique local content and meet platform deadlines.
- Serves as the newsroom leading authority on available broadcast, digital and print news industry products that keep CMGO on the forefront of content-gathering and distribution technology.
- Communicate clear expectations for quality content and the needs of our products' audiences.
- Oversee short- and long-term planning for content (breaking news and enterprise) and drive team coverage of big breaking stories.
- Serve as the newsroom authority on copyright issues and ethics with regard to use of 3<sup>rd</sup> party still pictures and video.
- Serve as newsroom contact with company lawyers in fulfilling subpoena requests for video and/or still images.
- Use metrics and research for planning and execution of content to increase audience.
- Serve as content liaison with engineering department to address technical issues or problems.
- Oversee the maintenance of company news vehicles and news equipment.
- Facilitate solutions to challenges and employee innovation.
- Communicate individual and team goals clearly.
- Motivate, coach, develop and keep staff focused to ensure excellent performance.
- Manage and review performance, and address quality and productivity performance issues.
- Develop IDPs to help staff embrace strengths and challenges, and share and grow their abilities.
- Hold staff accountable for content that is balanced, fair, accurate and complete, incorporating where appropriate, a diverse range of sources.

### **Minimum Qualifications**

- Bachelor's degree preferred.
- 5 or more years of newsroom experience required.
- Experience managing 5 or more employees preferred.
- Experience managing department budgets preferred.

If you are interested please apply at <http://www.coxenterprises.com/careers/search-jobs.aspx> - Job Code 1412221.

To advertise call **937-323-5533**  
or go online at [SpringfieldNewsSun.com](http://SpringfieldNewsSun.com)

To advertise call **937-323-5533**  
or go online at [SpringfieldNewsSun.com](http://SpringfieldNewsSun.com)

**Call our Sales Team**

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**Fax** 837-225-2043  
**Obituaries** 937-328-0232  
**Subscriber Service** 800-441-6397

**Ad Online**  
24 hours a day at  
[www.henryhughes.com](http://www.henryhughes.com)

**Deadlines:** To place, correct or change your ad allow 2 working days prior to publication.  
**Wheels:** Noon, Wednesday.  
Have card ready when placing your order.

## SpringfieldNewsSun.com/jobs C2B3

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If you are interested please e-mail [info@narcissus.org](mailto:info@narcissus.org) - Job Code 940

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**Contributors**

If you are interested please e-mail: [recruitment@cox.com](mailto:recruitment@cox.com)  
or call: 0800 400 2000 - Ask Code 1

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**Jamica Garrison** | Human Resources Coordinator  
Cox Media Group Ohio | 1611 S. Main Street | Dayton, Ohio 45409  
Ph: 937-225-6998 | Fax:: (937) 225-2153 | Email: [Jamica.Garrison@coxinc.com](mailto:Jamica.Garrison@coxinc.com)

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## **Digital Sales Specialist**

### **Nature of Work**

The Digital Sales Specialist is responsible for delivering and demonstrating our advertisers' return on investment based on the goals of their marketing campaigns.

- Digital Sales Specialist must be both analytical and possess excellent customer service skills.
- This individual will work closely with Media Consultants (MC's), clients and the Digital Operations team to deliver a superior return on investment for our digital advertising customers'.
- This position must maintain broad knowledge of all aspects of digital advertising including the products we offer and in what ways each is most effective for meeting advertiser goals.
- The Specialist will assist MCs create proposals based on customer goals and serve as a communication point between sales and the Digital Operations team
- The Specialist will additionally be asked to attend sales calls with MCs.
- Once the campaign is underway the Specialist will work with high-level customers to chart optimization approaches against their key performance indicators.
- At the end of the campaign this person will create custom performance reports that effectively analyze how customer goals were met or exceeded with the goal of increasing retention and upsells.
- The Specialist will use knowledge of demand and delivery to advise digital sales directors on rate setting and other approaches for effective yield management across multiple platforms.

### **Experience/Education**

- BA/BS degree or equivalent experience
- At least 3 years' experience working in a digital advertising operations role.
- At least 3 years' experience working directly with sales and marketers.
- Outstanding customer service skills with the keen ability to proactively anticipate and provide solutions to customer needs.
- Strong interpersonal skills with demonstrated experience in cross-functional collaboration.
- Excellent written and verbal communication skills; ability to relay technical concepts to non-technical audiences.
- Demonstrated ability to build strong working relationships and consistently set and exceed service goals.
- Excellent attention to detail and ability to organize and prioritize assignments.
- Proven ability to manage multiple projects in a fast-paced environment with the ability to learn and apply new concepts and tools quickly.

If you are interested please apply at <http://www.coxenterprises.com/careers/search-jobs.aspx> - Job Code 1413132.

Wed, May 27, 2015  
09:10:51

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

Caller:

Ad Name 17014582A  
Ad Id 17014582

Reply Request  
Standby Type

Start 12/05/14  
Class 2115  
Copy Line Digital Specialist  
Editions DDLY/NDLY/SHJN/

Issues 1  
Rate CCPRO  
Rep MISC ACCOUNTS  
G. D. #

Stop 12/05/14  
Pay Type BI  
Colors 0  
Tear sheets

Earliest Production Deadline: 00/00/00

Lines.....	85
Depth.....	6.95
Columus...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

## COX MEDIA GROUP OHIO Digital Sales Specialist

### Job Description

The Digital Sales Specialist is responsible for identifying and demonstrating our company's return on investment based on the goals of their marketing campaigns.

- Digital Sales Specialist must be both analytical and possess excellent customer service skills.
- This individual will work closely with Sales Consultants (SCs), clients and the Digital Operations team to deliver a superior return on investment for our digital advertising customers.
- This position must maintain broad knowledge of all aspects of digital advertising including the products we sell and in what ways each is most effective for meeting customer goals.
- The Specialist will assist SCs create proposals based on customer goals and serve as a communication point between sales and the Digital Operations team.
- The Specialist will additionally be asked to attend sales calls with SCs.
- Once the campaign is underway the Specialist will work with high-level customers to chart optimization approaches against their key performance indicators.
- At the end of the campaign the person will create custom performance reports that effectively analyze how customer goals were met or exceeded with the goal of increasing retention and repeat.
- The Specialist will use knowledge of demand and delivery to adjust digital rates directed on sales setting and other approaches for effective yield management across multiple markets.

### Experience/Education

- BA/BS degree or equivalent experience.
- At least 2 years experience working in a digital advertising operations role.
- At least 3 years' experience working directly with sales and marketers.
- Outstanding customer service skills with the intent to proactively anticipate and provide solutions to customer needs.
- Strong interpersonal skills with demonstrated experience in cross-functional collaboration.
- Excellent written and verbal communication skills; ability to relay technical concepts to non-technical audiences.
- Demonstrated ability to build strong working relationships and consistently set and exceed service goals.
- Excellent attention to detail and ability to organize and prioritize assignments.
- Proven ability to manage multiple projects in a fast-paced environment with the ability to learn and apply new concepts and tools quickly.

If you are interested please apply at:  
<http://www.coxmediagroup.com/careers>  
or call 937-225-2107 - Job Code 1613132

Cox Media Group Ohio is an Equal Opportunity Employer

Ad shown is not actual print size



Wed, May 27, 2015  
09:10:29

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON State OH Zip 45402

Caller:

Ad Name 17016526A  
Ad Id 17016526

Reply Request  
Standby Type

Start 12/06/14  
Class 2115  
Copy Line Digital Specialist  
Editions

Issues 0  
Rate CCPRO  
Rep MISC ACCOUNTS  
G. D. #

Stop 12/05/14  
Pay Type BI  
Colors 0  
Tear sheets

Earliest Production Deadline: 12/05/2014

Lines.....	84
Depth.....	6.87
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

## COX MEDIA GROUP Ohio Digital Sales Specialist

### Nature of Work

The Digital Sales Specialist is responsible for delivering and demonstrating our advertising return on investment based on the goals of their marketing campaign.

• Digital Sales Specialist must be both analytical and possess excellent customer service skills.

• The individual will work closely with Media Consultants (MC's), Sales and the Digital Operations team to deliver a high-quality return on investment for our digital advertising customers.

• The position must maintain broad knowledge of all aspects of digital advertising including the products we offer and in what ways such is most effective for marketing advertising goals.

• The Specialist will assist MC's create proposals based on customer goals and serve as a communication point between sales and the Digital Operations team.

• The Specialist will additionally be asked to attend sales calls with MC's.

• Once the campaign is underway the Specialist will work with high-level customers to track performance and adjust as needed to meet performance objectives.

• At the end of the campaign the person will provide custom performance reports and effectively analyze how customer goals were met or exceeded with the goal of increasing retention and spend.

• The Specialist will use knowledge of campaign and delivery to assist digital sales directors on file setting and other approaches for effective yield management across multiple platforms.

### Experience/Education

• B.A/B.S. degree or equivalent experience

• At least 3 years' experience working in a digital advertising operations role.

• At least 1 year's experience working directly with sales and marketing.

• Outstanding customer service skills with the keen ability to proactively anticipate and provide solutions to customer needs.

• Strong interpersonal skills with demonstrated experience in cross-functional collaboration.

• Excellent written and verbal communication skills; ability to relay technical concepts to non-technical audiences.

• Demonstrated ability to build strong working relationships and consistently sell and exceed service goals.

• Excellent attention to detail and ability to organize and prioritize assignments.

• Proven ability to manage multiple projects in a fast-paced environment with the ability to learn and apply new concepts and tools quickly.

If you are interested please apply at:  
<http://www.coxmedia.com/careers>  
or [ohio-jobs@coxmedia.com](mailto:ohio-jobs@coxmedia.com) - Job Code 1410152

Cox Media Group Ohio is An Equal Opportunity Employer

Ad shown is not actual print size

Fri, Mar 27, 2015  
14:15:52

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON State OH Zip 45402

Caller:

Ad Name 17116499A Reply Request  
Ad Id 17116499 Standby Type

Start 03/10/15 Issues 7 Stop 03/16/15  
Class 2115 Rate CCPRO Pay Type BI  
Copy Line Digital Specialist Rep MISC ACCOUNTS Colors 0  
Editions DDLY/NDLY/SHJN/OPBC/ G. D. # Tear sheets  
OPWC/

Earliest Production Deadline: 00/00/00

Lines.....	113
Depth.....	9.24
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

COX OHIO PUBLISHING  
1000 N. ZEEB RD.  
DAYTON, OH 45402  
937-225-2107  
FAX 937-225-2108  
WWW.COXPUBLISHING.COM

COX OHIO PUBLISHING  
1000 N. ZEEB RD.  
DAYTON, OH 45402  
937-225-2107  
FAX 937-225-2108  
WWW.COXPUBLISHING.COM

COX OHIO PUBLISHING  
1000 N. ZEEB RD.  
DAYTON, OH 45402  
937-225-2107  
FAX 937-225-2108  
WWW.COXPUBLISHING.COM

Ad shown is not actual print size

Fri, Mar 27, 2015  
14:16:13

Receipt No

# Advertising COX Ohio Publishing Receipt

Acct 017120C  
Phone 9372252107  
E-Mail  
Client

Name DDN EMPLOYMENT  
Address \*\*\*\*\*DO NOT MAIL\*\*\*\*\*

City DAYTON

State OH Zip 45402

Caller:

Ad Name 17116460A  
Ad Id 17116460

Reply Request  
Standby Type

Start 03/26/15  
Class 2115  
Copy Line Digital Specialist  
Editions

Issues 0  
Rate CCPRO  
Rep MISC ACCOUNTS  
G. D. #

Stop 03/26/15  
Pay Type BI  
Colors 0  
Tear sheets

Earliest Production Deadline: 00/00/00

Lines.....	89
Depth.....	7.27
Columns...	1
Price	0.00
Other Charges	0.00
Discounts	0.00
Total	0.00

## COX OHIO PUBLISHING STANDARD CONDITIONS

### TERMS OF SALE

The Cox Ohio Publishing Company is not responsible for advertising copy received after the closing date of the newspaper. Advertisements must be received at the office of the publisher at least 10 days before the date of publication. Advertisements received after the closing date will be published at the discretion of the publisher and may be subject to change without notice.

Advertisements are accepted on the basis of cash in advance. Payment for advertising space must be made to the publisher at the time the advertisement is accepted for publication.

Advertisements are accepted on the basis of cash in advance. Payment for advertising space must be made to the publisher at the time the advertisement is accepted for publication. The publisher reserves the right to refuse to accept any advertisement for publication which in its opinion is likely to bring the newspaper into disrepute or to offend the public. The publisher also reserves the right to change the position of any advertisement without notice and to alter the copy of any advertisement at any time.

### TERMS OF CANCELLATION

Advertisements are accepted on the basis of cash in advance. Payment for advertising space must be made to the publisher at the time the advertisement is accepted for publication. The publisher reserves the right to refuse to accept any advertisement for publication which in its opinion is likely to bring the newspaper into disrepute or to offend the public. The publisher also reserves the right to change the position of any advertisement without notice and to alter the copy of any advertisement at any time.

Ad shown is not actual print size



**Garrison, Jamica (CMG-Dayton)**

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**From:** Urbana University Career Services <services@myinterfase.com>  
**Sent:** Monday, January 26, 2015 11:24 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Job approved at Urbana University!

January 26, 2015

Dear Jamica Garrison:

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9639

Job Title: Digital Sales Specialist

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/urbana/employer>

All changes to your job posting must be made at the Ohio Job Line website.

Nicholas T. Christian  
Associate Dean of Professional Development Urbana University  
937-772-9284  
[nick.christian@urbana.edu](mailto:nick.christian@urbana.edu)

**Garrison, Jamica (CMG-Dayton)**

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**From:** Urbana University Career Services <services@myinterfase.com>  
**Sent:** Monday, January 05, 2015 3:39 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job posted at Urbana University is about to expire!

January 5, 2015

Dear Cox Media Group Ohio:

Your job posting with Urbana University for Digital Sales Specialist (Job ID: 10639) will expire tomorrow. If you would like to edit, repost, or close this position, you may do so through Urbana University's JobQuest system at <https://www.myinterfase.com/urbana/employer>. If you have hired an Urbana University student or alumni to fill this position, please click on "Report a Hire" in the system. To login, please use the following:

Username: Jamica.Garrison@coxinc.com  
Password: cox@2014

Note: If you don't remember your password please click on the Forgot your Password link on the login Page.

If I can be of further assistance in your recruiting needs, please feel free to contact me.

Sincerely,

Nick Christian  
Associate Dean of Students for Professional Development Urbana University  
937-772-9284  
[nick.christian@urbana.edu](mailto:nick.christian@urbana.edu)  
[www.urbana.edu](http://www.urbana.edu)

**Garrison, Jamica (CMG-Dayton)**

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**From:** OhioUniversityCareerServices@csm.symplicity.com  
**Sent:** Friday, December 12, 2014 2:45 PM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Ohio University Job Posting Approved

Dear Jamica Garrison:

The following position has been approved:

Digital Sales Specialist

If students are interested in applying for this position, they will submit their applications to you directly, unless you selected to have applications accumulated on-line in your Bobcat CareerLink account.

If you have any questions about your job posting, please feel free to contact us.

Thank you,

Career & Leadership Development Center Staff

Ohio University  
One Park Place  
Baker University Center 533  
Athens, OH 45701

O: 740.593.2909  
F: 740.593.1393

[www.ohio.edu/careers](http://www.ohio.edu/careers)  
[careerandleadership@ohio.edu](mailto:careerandleadership@ohio.edu)

The Division of Student Affairs  
Creating Community, Cultivating Leaders

**Garrison, Jamica (CMG-Dayton)**

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**From:** Capital University Career Development <services@myinterfase.com>  
**Sent:** Monday, December 15, 2014 9:43 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job has been approved!

December 15, 2014

Dear :

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9357

Job Title: Digital Sales Specialist

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/capital/employer>

All changes to your job posting must be made at the Ohio Job Line website.



**Garrison, Jamica (CMG-Dayton)**

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**From:** sschumacher@otterbein.edu  
**Sent:** Friday, December 12, 2014 10:04 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job has been approved!

December 12, 2014

Dear Jamica Garrison:

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9357

Job Title: Digital Sales Specialist

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/otterbein/employer>

All changes to your job posting must be made at the Ohio Job Line website.

## Garrison, Jamica (CMG-Dayton)

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**Subject:**

FW: Employment Opportunities - Cox Media Group Ohio

**Attachments:**

Digital\_Sales\_Specialist.112514.pdf; Media\_Campaign\_Coordinator.112514.pdf;  
News\_Technology\_Manager.120314.pdf; Sales\_Associate.112514.pdf;  
Sales\_Coordinator.112514.pdf; Visual\_Team\_Lead.120314.pdf

'- Email' <[career@cedarville.edu](mailto:career@cedarville.edu)>; '- Email' <[ldevond@centralstate.edu](mailto:ldevond@centralstate.edu)>; '- Email' <[josh.logan@csu.edu](mailto:josh.logan@csu.edu)>; '- Email' <[hrteam@coxohio.com](mailto:hrteam@coxohio.com)>; '- Email' <[Day-VEST@lycos.com](mailto:Day-VEST@lycos.com)>; '- Email' <[mrobinson6@devry.edu](mailto:mrobinson6@devry.edu)>; '- Email' <[huocreruit@gmail.com](mailto:huocreruit@gmail.com)>; '- Email' <[swackkid@yahoo.com](mailto:swackkid@yahoo.com)>; '- Email' <[kslaton@jvscinti.org](mailto:kslaton@jvscinti.org)>; '- Email' <[cscjobs@kent.edu](mailto:cscjobs@kent.edu)>; '- Email' <[joanie.krein@miamijacobs.edu](mailto:joanie.krein@miamijacobs.edu)>; '- Email' <[careercenter@nab.org](mailto:careercenter@nab.org)>; '- Email' <[hr@nab.org](mailto:hr@nab.org)>; '- Email' <[dclark@beonair.com](mailto:dclark@beonair.com)>; '- Email' <[Aminah.Costner@jfs.ohio.gov](mailto:Aminah.Costner@jfs.ohio.gov)>; '- Email' <[tommiclewis@mipcllc.com](mailto:tommiclewis@mipcllc.com)>; '- Email' <[hwilliams@wilberforce.edu](mailto:hwilliams@wilberforce.edu)>; '- Email' <[careers@wittenberg.edu](mailto:careers@wittenberg.edu)>; '- Email' <[cheryl.krueger@wright.edu](mailto:cheryl.krueger@wright.edu)>; 'twithrow1@udayton.edu'; 'Idickey1@udayton.edu'

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**From:** Garrison, Jamica (CMG-Dayton)

**Sent:** Wednesday, December 03, 2014 5:48 PM

**To:** Garrison, Jamica (CMG-Dayton)

**Subject:** Employment Opportunities - Cox Media Group Ohio

Good Day,

Please share the attached positions with job seekers interested in employment opportunities with our company.

Thank you for being a partner with Cox Media Group Ohio!

Have a great day!



Jamica Garrison | Human Resources Coordinator

Cox Media Group Ohio | 1611 S. Main Street | Dayton, Ohio 45409

Ph: 937-225-6998 | Fax: (937) 225-2153 | Email: [Jamica.Garrison@coxinc.com](mailto:Jamica.Garrison@coxinc.com)

Creating solutions. Delivering results.

Newspaper | Television | Radio | Targeted Print & Online Products | Commercial Print | Direct Mail | Digital Ad Services

This message may contain advertising material and is brought to you by Cox Media Group Ohio, 1611 South Main Street, Dayton, OH 45409. If you do not wish to receive commercial email messages from the individual who sent you this message, please reply to this message and type "unsubscribe" in the subject line.



## **Sales Coordinator**

### **Nature of Work**

- Supports Media Consultant to maximize revenue potential and delivery for each account and for the company.
- Primary responsibility is to prepare Media Consultants so that they can maximize their field time. This is achieved by coordinating full client proposals including but not limited to pre-sales work and prospecting.
- Manages the day-to-day interaction with Media Consultants and clients including account set-up/maintenance, coordinating creative and handling billing issues.
- Works with centralized ad operations, marketing and research teams to ensure client success.
- Enjoys building advertiser relationships while working in a collaborative sales environment

### **Experience/Education**

- Associate's degree or equivalent experience in a related field or prior advertising experience
- Excellent computer skills including MS Word, Excel and MS PowerPoint.
- Results driven and highly accountable
- Ability to excel in a fast paced environment and able to handle multiple projects simultaneously
- Must be able to work independently but also effectively as a part of a team
- Excellent organization, problem-solving and communication skills both oral and written.
- A strong desire and ability to work in a highly collaborative sales environment

If you are interested please apply at <http://www.coxenterprises.com/careers/search-jobs.aspx> - Job Code 1413136.



# Classifieds

To advertise call **937-323-5533**  
or go online at [SpringfieldNewsSun.com](http://SpringfieldNewsSun.com)

- |                       |                        |                        |
|-----------------------|------------------------|------------------------|
| <b>JOB</b>            | <b>CARAGE SALES</b>    | <b>RENTAL PROPERTY</b> |
| <b>LOST AND FOUND</b> | <b>PETS</b>            | <b>CARS</b>            |
| <b>AUCTIONS</b>       | <b>REAL ESTATE</b>     | <b>TRUCKS</b>          |
| <b>MERCHANDISE</b>    | <b>LOCAL DIRECTORY</b> | <b>CHILD CARE</b>      |

## ADVERTISE

Call our Sales Team

CLASSIFIED ads 937-323-5533  
JOBS ads 866-901-NIRE  
Fax 937-326-2043  
Obituaries 937-328-0232  
Subscriber Service 800-441-6397

## Place Your Ad Online

It's easier & faster at  
[www.SpringfieldNewsSun.com](http://www.SpringfieldNewsSun.com)

Deadlines: To place, correct or change your ad, allow 3 working days prior to publication.  
Weekdays: Monday, Wednesday.  
Have card ready when placing your order.

**SPRINGFIELD NEWS-SUN MONSTER**  
[SpringfieldNewsSun.com/jobs](http://SpringfieldNewsSun.com/jobs)

**ADVERTISING SALES**  
PUBLISHERS  
ADVERTISING SALES  
ADVERTISING SALES  
ADVERTISING SALES

**IN THE COMMON PLEAS COURT OF CLARK COUNTY, OHIO**  
Security National Bank, Division of the First National Bank  
PLAINTIFFS  
vs.  
The Unknown Heirs, Devisees, Legatees, Executors, Administrators, Spouse and Assigns and the Unknown Creditors of the Estate of the Late William E. Brown, Deceased  
DEFENDANTS  
CASE NO. 14CV0702

**NOTICE OF SALE**  
The Unknown Heirs, Devisees, Legatees, Executors, Administrators, Spouse and Assigns and the Unknown Creditors of the Estate of the Late William E. Brown, Deceased, hereby give notice that they will sell at public auction, on the 17th day of December, 2014, at 10:00 a.m., at the Court House of Clark County, Ohio, the real estate described in the following description: A certain lot of land situated in the Township of Clark, County of Clark, Ohio, containing 1.00 acre, more or less, as the same is more fully described in the plat of said land, which is on file in the Office of the Clerk of the Court of Clark County, Ohio, and is subject to a mortgage in favor of the Security National Bank, Division of the First National Bank, in the amount of \$10,000.00, with interest at the rate of 10% per annum, payable in monthly installments of \$100.00, beginning on the 1st day of January, 2014, and continuing until the mortgage is paid in full. The terms of the mortgage are set forth in the mortgage instrument, which is on file in the Office of the Clerk of the Court of Clark County, Ohio. The sale of the real estate described herein will be made subject to the terms and conditions of the mortgage instrument, and the purchaser shall take the real estate subject to the mortgage. The proceeds of the sale of the real estate described herein will be used to pay the mortgage debt and the balance, if any, will be paid to the Unknown Heirs, Devisees, Legatees, Executors, Administrators, Spouse and Assigns and the Unknown Creditors of the Estate of the Late William E. Brown, Deceased. The sale of the real estate described herein will be made subject to the terms and conditions of the mortgage instrument, and the purchaser shall take the real estate subject to the mortgage. The proceeds of the sale of the real estate described herein will be used to pay the mortgage debt and the balance, if any, will be paid to the Unknown Heirs, Devisees, Legatees, Executors, Administrators, Spouse and Assigns and the Unknown Creditors of the Estate of the Late William E. Brown, Deceased.

**IN THE COMMON PLEAS COURT OF CLARK COUNTY, OHIO**  
NOTICE OF CIVIL FORFEITURE  
Case No. 14CV0702

**MONSTER**  
Real Estate  
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**EDUCATION & TRAINING**  
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**SPOTLIGHT**  
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**SPRINGFIELD NEWS-SUN**

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**Real Estate**

# Classifieds

To advertise call **937-223-1515**  
or go online at [DaytonDailyNews.com](http://DaytonDailyNews.com)

- |                |                 |                 |
|----------------|-----------------|-----------------|
| JOBS           | GARAGE SALES    | RENTAL PROPERTY |
| LOST AND FOUND | PETS            | CARS            |
| AUCTIONS       | REAL ESTATE     | TRUCKS          |
| MERCHANDISE    | LOCAL DIRECTORY | CHILD CARE      |

## ADVERTISE

Call our Sales Team  
**CLASSIFIED ads** 937-223-1515  
**JOBS ads** 937-223-1515  
**Obituaries** 937-223-2043  
**Subscriber Service** 937-222-5700

### Place Your Ad Online

24 hours a day at  
[www.daytondailynews.com](http://www.daytondailynews.com)

Deadlines: To place, correct or change your ad, submit 2 working days prior to publication.  
 We accept: News, We need you.  
 Have card ready when placing your order.

## Dayton Daily News | MONSTER

[DaytonDailyNews.com/jobs](http://DaytonDailyNews.com/jobs)

### MONSTER JOBS

Current Measurement  
 Job Postings  
 Positions Wanted  
 Resumes & Cover Letters  
 Interview Preparation

**SEARCHING & HIRING**  
 EXPERTS IN SEARCH & HIRING

### Installation/Construction

**Electrician**  
 We are seeking a highly motivated electrician for our growing business. Must have 5+ years experience in residential and commercial work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Plumber**  
 Seeking a journeyman plumber for our established business. Must have 5+ years experience in residential and commercial work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Small Business/Service

**Child Care**  
 We are seeking a highly motivated child care worker for our growing business. Must have 5+ years experience in child care work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Food Service**  
 We are seeking a highly motivated food service worker for our growing business. Must have 5+ years experience in food service work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Healthcare/Professional

**Registered Nurse**  
 We are seeking a highly motivated registered nurse for our growing business. Must have 5+ years experience in registered nursing work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Physical Therapist**  
 We are seeking a highly motivated physical therapist for our growing business. Must have 5+ years experience in physical therapy work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Education/Training

**Teacher**  
 We are seeking a highly motivated teacher for our growing business. Must have 5+ years experience in teaching work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Administrative Assistant**  
 We are seeking a highly motivated administrative assistant for our growing business. Must have 5+ years experience in administrative work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Transportation/Logistics

**Truck Driver**  
 We are seeking a highly motivated truck driver for our growing business. Must have 5+ years experience in truck driving work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Warehouse Worker**  
 We are seeking a highly motivated warehouse worker for our growing business. Must have 5+ years experience in warehouse work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Manufacturing/Production

**Assembly Worker**  
 We are seeking a highly motivated assembly worker for our growing business. Must have 5+ years experience in assembly work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Quality Control**  
 We are seeking a highly motivated quality control worker for our growing business. Must have 5+ years experience in quality control work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Retail/Sales

**Sales Representative**  
 We are seeking a highly motivated sales representative for our growing business. Must have 5+ years experience in sales work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Retail Associate**  
 We are seeking a highly motivated retail associate for our growing business. Must have 5+ years experience in retail work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Real Estate

**Real Estate Agent**  
 We are seeking a highly motivated real estate agent for our growing business. Must have 5+ years experience in real estate work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Property Manager**  
 We are seeking a highly motivated property manager for our growing business. Must have 5+ years experience in property management work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Technology/IT

**Software Developer**  
 We are seeking a highly motivated software developer for our growing business. Must have 5+ years experience in software development work. Competitive salary and benefits. Call Mike at 937-223-1515.

**IT Support**  
 We are seeking a highly motivated IT support worker for our growing business. Must have 5+ years experience in IT support work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Finance/Banking

**Bank Teller**  
 We are seeking a highly motivated bank teller for our growing business. Must have 5+ years experience in bank teller work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Loan Officer**  
 We are seeking a highly motivated loan officer for our growing business. Must have 5+ years experience in loan officer work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Legal/Accounting

**Accountant**  
 We are seeking a highly motivated accountant for our growing business. Must have 5+ years experience in accounting work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Paralegal**  
 We are seeking a highly motivated paralegal for our growing business. Must have 5+ years experience in paralegal work. Competitive salary and benefits. Call Mike at 937-223-1515.

### Other

**Freight Broker**  
 We are seeking a highly motivated freight broker for our growing business. Must have 5+ years experience in freight broker work. Competitive salary and benefits. Call Mike at 937-223-1515.

**Event Planner**  
 We are seeking a highly motivated event planner for our growing business. Must have 5+ years experience in event planning work. Competitive salary and benefits. Call Mike at 937-223-1515.



**WEATHER COVERAGE**  
 YOU CAN COUNT ON IT

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**CRISIS CARE**  
 EMOTIONAL CARE  
 PROFESSIONAL  
 COUNSEL

**REWARD**  
 LOST: Red Line 1st and 2nd Street  
 Call 937-223-1515

**Garrison, Jamica (CMG-Dayton)**

---

**From:** Urbana University Career Services <services@myinterfase.com>  
**Sent:** Monday, January 26, 2015 11:25 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Job approved at Urbana University!

January 26, 2015

Dear Jamica Garrison:

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9642  
Job Title: Sales Coordinator

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/urbana/employer>

All changes to your job posting must be made at the Ohio Job Line website.

Nicholas T. Christian  
Associate Dean of Professional Development Urbana University  
937-772-9284  
[nick.christian@urbana.edu](mailto:nick.christian@urbana.edu)

**Garrison, Jamica (CMG-Dayton)**

---

**From:** sschumacher@otterbein.edu  
**Sent:** Friday, December 12, 2014 11:11 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job has been approved!

December 12, 2014

Dear Jamica Garrison:

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9359  
Job Title: Sales Coordinator

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/otterbein/employer>

All changes to your job posting must be made at the Ohio Job Line website.



**Garrison, Jamica (CMG-Dayton)**

---

**From:** Capital University Career Development <services@myinterfase.com>  
**Sent:** Thursday, January 22, 2015 11:27 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job has been approved!

January 22, 2015

Dear :

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9642

Job Title: Sales Coordinator

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/capital/employer>

All changes to your job posting must be made at the Ohio Job Line website.

**Garrison, Jamica (CMG-Dayton)**

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**From:** sschumacher@otterbein.edu  
**Sent:** Wednesday, January 21, 2015 4:18 PM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job has been approved!

January 21, 2015

Dear Jamica Garrison:

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9642  
Job Title: Sales Coordinator

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/otterbein/employer>

All changes to your job posting must be made at the Ohio Job Line website.

**Garrison, Jamica (CMG-Dayton)**

---

**From:** Urbana University Career Services <services@myinterfase.com>  
**Sent:** Monday, January 05, 2015 3:39 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job posted at Urbana University is about to expire!

January 5, 2015

Dear Cox Media Group Ohio:

Your job posting with Urbana University for Sales Coordinator (Job ID: 10633) will expire tomorrow. If you would like to edit, repost, or close this position, you may do so through Urbana University's JobQuest system at <https://www.myinterfase.com/urbana/employer>. If you have hired an Urbana University student or alumni to fill this position, please click on "Report a Hire" in the system. To login, please use the following:

Username: Jamica.Garrison@coxinc.com  
Password: cox@2014

Note: If you don't remember your password please click on the Forgot your Password link on the login Page.

If I can be of further assistance in your recruiting needs, please feel free to contact me.

Sincerely,

Nick Christian  
Associate Dean of Students for Professional Development Urbana University  
937-772-9284  
[nick.christian@urbana.edu](mailto:nick.christian@urbana.edu)  
[www.urbana.edu](http://www.urbana.edu)

**Garrison, Jamica (CMG-Dayton)**

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**From:** career@otterbein.edu  
**Sent:** Monday, January 05, 2015 2:33 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your Cardinal Careers posting is about to expire!

January 5, 2015

Dear Cox Media Group Ohio:

The following job on our system will expire today:

Job ID: 10651  
Job Title: Sales Coordinator

If you wish to review or repost this job, click the link below to login:

<https://www.myinterfase.com/otterbein/employer>

Username: Jamica.Garrison@coxinc.com

Note: If you don't remember your password please click on the Forgot your Password link on the login Page.

If you hired an Otterbein student for this position, please login to Cardinal Careers and complete the brief Report a Hire form on the left side of the page.

**Garrison, Jamica (CMG-Dayton)**

---

**From:** Capital University Career Development <services@myinterfase.com>  
**Sent:** Friday, December 26, 2014 9:32 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job has been approved!

December 26, 2014

Dear :

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9359

Job Title: Sales Coordinator

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/capital/employer>

All changes to your job posting must be made at the Ohio Job Line website.

**Garrison, Jamica (CMG-Dayton)**

---

**Subject:** FW: Employment Opportunities - Cox Media Group Ohio  
**Attachments:** Digital\_Sales\_Specialist.112514.pdf; Media\_Campaign\_Coordinator.112514.pdf;  
News\_Technology\_Manager.120314.pdf; Sales\_Associate.112514.pdf;  
Sales\_Coordinator.112514.pdf; Visual\_Team\_Lead.120314.pdf

'- Email' <[career@cedarville.edu](mailto:career@cedarville.edu)>; '- Email' <[ldevond@centralstate.edu](mailto:ldevond@centralstate.edu)>; '- Email' <[josh.logan@csu.edu](mailto:josh.logan@csu.edu)>; '- Email' <[hrteam@coxohio.com](mailto:hrteam@coxohio.com)>; '- Email' <[Day-VEST@lycos.com](mailto:Day-VEST@lycos.com)>; '- Email' <[mrobinson6@devry.edu](mailto:mrobinson6@devry.edu)>; '- Email' <[huocreruit@gmail.com](mailto:huocreruit@gmail.com)>; '- Email' <[swackkid@yahoo.com](mailto:swackkid@yahoo.com)>; '- Email' <[kslaton@jvscinti.org](mailto:kslaton@jvscinti.org)>; '- Email' <[cscjobs@kent.edu](mailto:cscjobs@kent.edu)>; '- Email' <[joanie.krein@miamijacobs.edu](mailto:joanie.krein@miamijacobs.edu)>; '- Email' <[careercenter@nab.org](mailto:careercenter@nab.org)>; '- Email' <[hr@nab.org](mailto:hr@nab.org)>; '- Email' <[dclark@beonair.com](mailto:dclark@beonair.com)>; '- Email' <[Aminah.Costner@jfs.ohio.gov](mailto:Aminah.Costner@jfs.ohio.gov)>; '- Email' <[tommielewis@mipcllc.com](mailto:tommielewis@mipcllc.com)>; '- Email' <[hwilliams@wilberforce.edu](mailto:hwilliams@wilberforce.edu)>; '- Email' <[careers@wittenberg.edu](mailto:careers@wittenberg.edu)>; '- Email' <[cheryl.krueger@wright.edu](mailto:cheryl.krueger@wright.edu)>; 'twithrow1@udayton.edu'; 'Idickey1@udayton.edu'

---

**From:** Garrison, Jamica (CMG-Dayton)  
**Sent:** Wednesday, December 03, 2014 5:48 PM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Employment Opportunities - Cox Media Group Ohio

Good Day,

Please share the attached positions with job seekers interested in employment opportunities with our company.

Thank you for being a partner with Cox Media Group Ohio!

Have a great day!



Jamica Garrison | Human Resources Coordinator  
Cox Media Group Ohio | 1611 S. Main Street | Dayton, Ohio 45409  
Ph: 937-225-6998 | Fax: (937) 225-2153 | Email: [Jamica.Garrison@coxinc.com](mailto:Jamica.Garrison@coxinc.com)

Creating solutions. Delivering results.

Newspaper | Television | Radio | Targeted Print & Online Products | Commercial Print | Direct Mail | Digital Ad Services

This message may contain advertising material and is brought to you by Cox Media Group Ohio, 1611 South Main Street, Dayton, OH 45409. If you do not wish to receive commercial email messages from the individual who sent you this message, please reply to this message and type "unsubscribe" in the subject line.



## **Sales Associate**

### **Nature of Work**

Join the Cox Media Group Ohio (CMGO) team, where your goal is to make our client experience as efficient, customized and gratifying as a full-service media group should provide. You'll develop strategies that drive sales and innovation for our valued clients and prospects, while demonstrating a commitment to our three core pillars: speed, passion and courage.

If your answer is "yes" for a majority of the following questions, you may be the next, Sales Associate we've been waiting for.

- Do you naturally build trust and relationships with the people you meet?
- Are you known for coming up with creative and unique solutions to problems?
- Do you desire to collaborate with multiple teams to achieve your goals?
- Are you highly-disciplined and like taking ownership of projects?
- Do you like operating in a high risk, high reward work environment?
  
- Our Associate Program is a Media Consultant in training program. Designed to work with key individuals in the sales organization to learn the backend fulfillment, product knowledge, marketing information and generally how the media business works.
  
- The Sales Associate has the potential of being promoted into a Media Consultant role after they have demonstrated certain criteria.
  
- A Media Consultant role is to sell the CMGO portfolio made up of radio, TV, newspaper and digital to small, medium and large businesses.

### **Experience/Education**

- Bachelor's degree or equivalent
- Access to personal transportation for client calls that are required for business purposes
- A valid driver's license and clear driving record
- Comfort with developing new relationships
- Ability to successfully work within tight deadlines and in a fast-paced environment
- Aptitude to clearly and succinctly present thoughts and ideas in front of groups and in written/email communication
- A willingness to learn and adapt to our spirited and idea-driven culture
- Excellent written, analytical, verbal communication and interpersonal skills

If you are interested please apply at <http://www.coxenterprises.com/careers/search-jobs.aspx> - Job Code 1413134.





# Classifieds

To advertise call **937-223-1515**  
or go online at [DaytonDailyNews.com](http://DaytonDailyNews.com)

- |                |                 |                 |
|----------------|-----------------|-----------------|
| JOBS           | CARAGE SALES    | RENTAL PROPERTY |
| LOST AND FOUND | PETS            | CARS            |
| AUCTIONS       | REAL ESTATE     | TRUCKS          |
| MERCHANDISE    | LOCAL DIRECTORY | CHILD CARE      |

## ADVERTISE

Call our Sales Team

CLASSIFIED ads 937-223-1515  
JOBS ads 966-801-HIRE  
Fax 937-225-2043  
Obituaries 937-225-2009  
Subscriber Service 937-222-6700

Place Your Ad Online

It's easier & faster at  
[www.DaytonDailyNews.com](http://www.DaytonDailyNews.com)

Deadlines: To place, correct or change your ad, allow 2 working days prior to publication.  
Weekdays: Noon, Wednesday.  
Have card ready when placing your order.

Dayton Daily News | **MONSTER**

[DaytonDailyNews.com/jobs](http://DaytonDailyNews.com/jobs)

### MONSTER 2013

Career Management  
Job Info  
Position Search  
Employment & Business Opportunities

**CHARTERED ACCOUNTANT**  
(COACHES & TRAINERS)  
(PERSONAL FINANCE)

**CHARTERED ACCOUNTANT**  
(COACHES & TRAINERS)  
(PERSONAL FINANCE)

**CHARTERED ACCOUNTANT**  
(COACHES & TRAINERS)  
(PERSONAL FINANCE)

### CHRISTMAS MONIES

Looking for extra money?  
Make up to \$1,000.00 per month  
(PLUS TIPS!)

Routes available in Warren and Butler Counties!  
Hudson, Oxford, Middletown, Springfield, Franklin, Lebanon & Liberty Township  
Call Brothers Carleton Services  
915-843-4700

Days & Cuts, Tons, Trims & Haircuts  
Call Brothers Carleton Services  
915-843-4700

### DRIVER

Experienced driver for  
local area. Must have  
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Call 937-223-1515

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Unmatched Local News

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CRAVINGS  
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**Garrison, Jamica (CMG-Dayton)**

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**From:** Urbana University Career Services <services@myinterfase.com>  
**Sent:** Monday, January 26, 2015 11:25 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Job approved at Urbana University!

January 26, 2015

Dear Jamica Garrison:

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9641  
Job Title: Sales Associate

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/urbana/employer>

All changes to your job posting must be made at the Ohio Job Line website.

Nicholas T. Christian  
Associate Dean of Professional Development Urbana University  
937-772-9284  
[nick.christian@urbana.edu](mailto:nick.christian@urbana.edu)

**Garrison, Jamica (CMG-Dayton)**

---

**From:** sschumacher@otterbein.edu  
**Sent:** Friday, December 12, 2014 11:17 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job has been approved!

December 12, 2014

Dear Jamica Garrison:

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9364

Job Title: Sales Associate

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/otterbein/employer>

All changes to your job posting must be made at the Ohio Job Line website.

**Garrison, Jamica (CMG-Dayton)**

---

**From:** Capital University Career Development <services@myinterfase.com>  
**Sent:** Thursday, January 22, 2015 11:27 AM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job has been approved!

January 22, 2015

Dear :

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9641

Job Title: Sales Associate

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/capital/employer>

All changes to your job posting must be made at the Ohio Job Line website.

**Garrison, Jamica (CMG-Dayton)**

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**From:** sschumacher@otterbein.edu  
**Sent:** Wednesday, January 21, 2015 4:18 PM  
**To:** Garrison, Jamica (CMG-Dayton)  
**Subject:** Your job has been approved!

January 21, 2015

Dear Jamica Garrison:

The following job you previously submitted to Ohio Job Line and forwarded to our office has been approved. It is now available for student viewing:

Job ID: 9641

Job Title: Sales Associate

You may click the link below and log into our system to review this job or view any activity:

<https://www.myinterfase.com/otterbein/employer>

All changes to your job posting must be made at the Ohio Job Line website.